

Local Government Service

No. 15

MARCH, 1932

Vol. XV

SERVICE VALUES OF LOCAL GOVERNMENT OFFICERS

By SAM LORD, F.I.M.T.A., F.S.A.A., President, N.A.L.G.O.

It may be assumed that the recent attack on the standard of living of the local government officer has almost spent its force. Members of the service are now inclined to inquire whether any solid reasons existed for the onslaught, and to ponder on the lack of uniformity in the treatment meted out by many local authorities.

It would be fair to postulate generally that authorities which gave consideration to the matter in the heat of the "crisis" imposed the maximum "cuts," and that the longer consideration was deferred the less drastic the action that was taken. A considerable number of authorities proved capable of giving dispassionate consideration to the subject and, refusing to be stampeded, declined to inflict injustice upon their staffs. Many authorities, disinclined to move, bowed to the demands of uninformed local opinion, and, "as a gesture," imposed minimum reductions. Some appear to be regretting their action already. They are inclined to re-open the question.

I have already expressed my opinion that cuts could not be justified, and I have given my reasons. But what of the future? How should the salaries of public officers be regulated, and what factors should enter into the assessment of service values?

COMPLEX DUTIES

The work of the local government officer is too much taken for granted, but it is of supreme importance not only for the general well-being of the community but to the trade and commerce of the country. It demands specialisation which can only be obtained by constant study and application to duty. The local government officer is qualified professionally and he usually stands well in the estimation of professional brethren who are engaged in other walks of life. He would be content to have his value assessed in comparison with others who are employed in ordinary business pursuits, for there would be no difficulty in proving the exacting nature and the complexity of his duties. Take only one example. The Borough Treasurer of a progressive County Borough, and in most cases does, act as accountant and financial adviser to several

important trading undertakings—gas works, water works, tramways, electricity works, motor omnibuses, markets, etc., in addition to his duties as treasurer and accountant to the municipality involving work in connection with education, housing, police, baths, libraries, hospitals, cemeteries, public assistance and many other important services, and his responsibilities as rating and valuation officer.

The leisure hours of the local government officer are seriously restricted by his attendance at evening meetings of the Council and its Committees, and in his attempt to keep himself abreast of the times by constant perusal of new Acts of Parliament, Ministerial circulars and regulations, and the technical Press. Such an officer would be well paid if his salary were assessed on a quantum basis in comparison with the salary paid to a secretary and/or accountant of a local gas or electricity undertaking.

PRICE OF SECURITY

It is true that comparisons are made between the salaries paid in the commercial world and in the local government service; but unfortunately only in periods of trade depression when the comparison is to the detriment of the officer. If his remuneration is to be regulated by the fluctuations in industry he must have the right to benefit when trade is flourishing. But that view of variable economic standards is not regarded as practical. The question was dealt with in the Report of the Anderson Committee, (July 20, 1923)—"employees of the Crown would have a real ground for complaint if their pay were related to wages in industry only in the time of low wages. If they do not get pay relative to the boom they must be spared the severity of the slump. The State, as a model employer, offers security, a pension, a dignified service, and a moderate wage, in exchange for the excitement and possibilities of private employment." The same Committee expressed the opinion that there is only one principle by which all the factors of responsibility, cost of living, marriage, children, social position, etc., are included—the employer should pay what is necessary to recruit and retain an efficient staff. One realises that allow-

ance must be made for stability of employment and pension rights, and these considerations are given their full weight. In fact it is doubtful whether they are not unduly weighted, when independent choice is made between State or municipal and commercial employment.

COST OF LIVING INDEX

For some years past an attempt has been made to give effect to the cost-of-living factor in deciding the remuneration of public officers. That attempt has not obtained success. The Civil Service cost-of-living factor is based on the figures issued by the Ministry of Labour, which are supposed to measure the increase in the cost of maintaining the pre-war standard of living among the working classes. The weighting system used by the Ministry in reaching the overall figure is as follows:—

Units.	Items.	Percentage.
7½	Food	60
2	Rent and Rates	16
1½	Clothing	12
1	Fuel and Light	8
½	Other Items	4

One serious complaint is that the basic index figures are not applicable to the clerical, technical, professional, and administrative classes. To some extent this can be proved by applying the percentage expenditure of one's own home to the various items enumerated. The Ministry's index omits many articles which form important items in the expenditure. The Ministry ignores medical attendance, laundry, school fees (elementary, secondary, technical), insurance (unemployment, sickness, life and fire), dental expenses, holiday costs, income tax, books and library subscriptions. It assumes that only six per cent of houses are "decontrolled," whereas among local government officers the percentage must be greater. Inquiry by the Union of Post Office Workers in 1928 showed the percentage of "decontrolled" houses occupied by their members as 41 per cent. The extent of "decontrol" among local government officers is probably more than 41 per cent. Further, the assumption by the Ministry of Labour that rent represents only 16 per cent of the total expenditure is almost certainly untrue of large

numbers of local government officers.

The difficulty of arriving at a variable scale equitable to all grades of the service is almost insurmountable, and the permanent retention of such a system cannot be justified. Price levels are bound to affect wages, and it is suggested that, except in very abnormal times, adjustments of remuneration will follow variations in money values. There may be a "time-lag," but adjustment is eventually certain.

To find a firm basis on which the future remuneration of local government officers should be built requires some thought. There are many available facts which can be brought into play, such as: undertakings, population, road mileage, children of school age, rateable value, and other constant factors. At the present time the condition of local industry plays too important a part in the monetary assessment of the work of the local government officer. The local government officer who is engaged by a local authority in "a distressed area" must have the same qualifications, be equally efficient and shoulder quite as much responsibility as an officer serving a local authority in a district where trade conditions are better. Hence, there is no logical reason for assessing the value of the officers in the two districts by reference to such extraneous issues as unemployment and poverty. Those who are engaged in commerce do not vary prices for the same article according to local trade conditions; they may offer a cheaper article in a poorer district, but that is a course entirely different. If it were suggested that because of bad trading conditions a local authority which desired to pay smaller salaries should therefore receive an "inferior article," indignant protest would at once be forthcoming.

The establishment of salary scales is a matter of great importance. Denied their existence the local government officer's advancement is subject to many illogical and adverse factors. There are, of course, many disadvantages attaching to salary scales; but their advantages, both to the employer and employed, far outweigh the objections. Moreover, that there "is plenty of room at the top" is still true, and competition amongst local authorities for the ablest men will always be a factor in maintaining proper service values.

Steady and sure progress has been made in recent years, but constant watchfulness is necessary to conserve what has already been gained, and for ensuring further advance. N.A.L.G.O. is ever on the alert and will take advantage of every opportunity which the future may offer.

N.A.L.G.O. METROPOLITAN FLYING CLUB

In these days of "air-minded" civilisation, it is not to be wondered that a few members of the St. Marylebone Branch of the N.A.L.G.O. have sensed the amazing possibilities of a London N.A.L.G.O. Flying Club. The potential formation of such a club is well within the power of N.A.L.G.O., and with the Busmen's Flying Club as a precedent, it cannot be imagined that flying is the monopoly of the affluent few.

To many, the thought of flying must revive vivid associations with the war, and to them the "urge" of the air, in the security of peace, and the absence of any disturbing "Archies," must, indeed, be very attractive. It is to those members that the appeal for a nucleus for a flying club is addressed. With an extensive membership and the sympathetic attention of the Metropolitan District Committee, it should be possible.

If any N.A.L.G.O. member is prepared to give his whole-hearted support to the suggestion—he must, of necessity, be a Metropolitan member—and is sufficiently enthusiastic to maintain his support during the preparation of an adequate constitution, or if there is any member who has any helpful observations to make on this project, will he, or she, please communicate with Mr. G. W. Latimer, Town Hall, St. Marylebone, W.1, who will be pleased to record the particulars in a register of those interested and keep members advised of the progress achieved.

INTERNATIONALISM AND LOCAL GOVERNMENT

THE International Congress of the International Union of Local Authorities, to be opened in London on May 23, 1932, bids fair to be an event of importance in the history of local government.

The first meeting of the Congress was at Ghent in 1913, and since the war meetings have been held in Holland, France, and Spain. For the forthcoming occasion, the King has consented to be the patron of the Congress, while the Prime Minister, the Chancellor of the Exchequer, the Home Secretary, and the Minister of Health have accepted office as honorary presidents. Among the honorary vice-presidents are the Chairman of the London County Council and the Lord Mayor of London.

During its internal sessions the Congress will confine itself to the discussion of two principal questions: (1) the practical working of local government authorities and (2) the training and recruitment of local government officers. On these subjects, reports have been received from thirty-one countries, including Australia, Belgium, Canada, Czecho-Slovakia, Denmark, Finland, France, Germany, Greece, Holland, Hungary, Irish Free State, Italy, New Zealand, Norway, Persia, Poland, Spain, Sweden, and the United States. It is proposed to distribute these communications to delegates before the Congress; a general report on each subject has also been prepared and certain conclusions suggested. This, too, will be circulated.

An arrangement which should facilitate the proceedings of the conference and at the same time relieve the tedium of translation as it was recently pursued on these occasions, will be the introduction of a microphonic apparatus for simultaneous translation—a method adopted at meetings of the League of Nations at Geneva.

The opening and closing meetings of the Congress will be held in the Great Hall, Central Hall, Westminster, but the rest of the proceedings for the first three days of the Congress will be held in the Smaller Hall, Central Hall, Westminster. At the conclusion of the Wednesday session, on May 25, a tea party will be given at the County Hall, while during the week there will be evening receptions by the Government at Lancaster House (Tuesday, May 24), by the Lord Mayor and City Corporation at the Guildhall (Friday, 27th), and by the London School of Economics and the Institute of Public Administration (Saturday, the 28th). Luncheons will be given to groups of delegates by the Mayors of Kensington, Hampstead, and Islington, the Beckenham U.D.C., the Fishmongers' Company, the Underground Railways group, Toynbee Hall, and the Fire Brigades Association. Outside London civic luncheons, receptions or teas will be given to the delegates by several municipalities, including Birmingham (evening reception by the Lord Mayor and luncheon by the Corporation), Liverpool (luncheon or dinner by Lord Mayor), Manchester (official reception) and Bristol.

A feature of the organisation is the arrangements that have been made for brief statements on the various subjects to be explored, more especially in the course of visits to the several London boroughs. The particular subjects

scheduled for inquiry are: (1) Public Health Administration and Ambulance Services; (2) Housing; (3) Schools and Education Centres; (4) Libraries, Baths, and Wash-houses; (5) Public Assistance; (6) Maternity and Child Welfare, Nursery Schools and Women Property Managers; (7) Sanitary Engineering, Sewage Disposal, and Dust Destruction; (8) Town Planning and Open Spaces; (9) The Docks; (10) London's Transport System. It is also hoped to be able to arrange for a series of visits for the investigation of police administration, traffic control, and to the Home Office Museum.

The brief oral statements referred to on these various subjects will be made at the Board of Education, County Hall, Middlesex Guildhall, Westminster City Hall, St. Marylebone Town Hall, and elsewhere.

The informal discussions to be held at the London School of Economics on various topics, on Saturday morning, May 28, should be part of the proceedings of particular interest. The delegates will divide into groups, which will deal, substantially, with the subjects indicated above, each group being in the charge of one or more experts on the particular subject of inquiry. On Saturday afternoon the delegates are to visit the Houses of Parliament.

Following the Congress, arrangements are being made for tours and excursions to the more important towns in England, Scotland, and Wales, with a view to the study of the system of local government under the several types of local authorities.

At the Conference N.A.L.G.O. will be represented by the President, Mr. S. Lord, Sir A. P. Johnson, and Mr. L. Hill, General Secretary. All inquiries in respect of the Congress should be addressed to G. Montague Harris, Esq., O.B.E., Ministry of Health, London.

For the second week, beginning May 30, eight alternative tours have been arranged.

SCOTLAND OR DEVON

For those delegates who can spend a third week in connection with the Congress, a choice is given of an excursion either to Scotland or to Devonshire. Those who take one of the northern tours for the second week could go on for the third week to Scotland, where they would be entertained by the Corporations of Edinburgh and Glasgow. Among other trips, the Glasgow Corporation would arrange for a visit to their waterworks, with which would be combined the Trossachs, Loch Katrine, Inversnaid and Loch Lomond, and it might be possible also to arrange a trip on the Firth of Clyde.

MR. H. BARNARD

Not only the Education Office Staff, but members of the Devon Staff Association generally, were sorry to lose Mr. Barnard as an active colleague.

His retirement on December 31 closed 28½ years service as Chief Clerk to the Education Committee. That Committee has placed on record its esteem and recognition of unflinching devotion and sterling service. The Staff Association added its tribute a few days ago.

Mr. Barnard was a member of N.A.L.G.O. before the formation of the Devon Branch, and was a member of the Executive Committee from its inception, being Chairman from 1920 to 1924. During the years of his Chairmanship he fought hard and successfully for Superannuation, and it was largely due to his efforts that the County Council adopted the scheme.

The presentation from the Staff Association (made on behalf of the members by the President, Mr. Brian S. Miller) took the form of a carpet and rug; while an armchair was an additional gift from the Education Committee Staff.

SCHEMES FOR ADMINISTRATION OF REGISTRATION ACTS

BY THE LEGAL SECRETARY

Section 24 of the Local Government Act, 1929, it is provided that before April 1, 1932, or such later date as the Minister of Health may allow, it shall be the duty of the Council of every County and County Borough to prepare and submit to the Minister a scheme dealing (*inter alia*) with the following matters:—

- (1) The division into registration districts and sub-districts of the whole of the County or County Borough;
- (2) The number of Superintendent Registrars, Registrars of Births and Deaths, Registrars of Marriages and other officers required within the County or County Borough;
- (3) The location of officers and stations;
- (4) Conferring on Registrars of Births and Deaths all or any of the functions of Registrars of Marriages;
- (5) The salary to be attached to each office, the allowances (if any) for travelling, the provision of office accommodation, and other expenses;
- (6) The conditions on which an office is to be held;
- (7) The application with the necessary modifications of the provisions of the Act of 1929 relating to the transfer, superannuation and compensation of officers.

The scheme must also provide for conferring on the Clerk of the County Council or the Town Clerk of the County Borough such general powers of supervising the administration within the County or County Borough of the provisions of the Registration Acts as may be specified in the scheme, and in particular powers with respect to fixing the hours of attendance of officers; the distribution of business between officers; and the transfer of officers from one district or sub-district to another.

The Registrar-General has recently issued a memorandum (G.R.O. No. 1/1932) in which, in order to meet what are understood to be the wishes of the Councils concerned, (i) attention is called to the practical considerations to which Councils will need to have regard in the formulation of schemes, and (ii) a series of model provisions is offered for their assistance in preparing the framework of their schemes. The following are some of the matters dealt with in the memorandum which are of special interest to Registration Officers:—

Existing Registration Officers

In the case of amendment of sub-divisions by scheme, if a district or sub-district is distinguished in the sense that the total area of, say, four is re-divided into three or two, a number of Registration Officers equal to the reduction in the number of divisions may become redundant and, on thus losing their offices, may be entitled to claim compensation.

In this connection the Registrar-General has been advised that the remaining Registration Officers are not dispossessed of their offices even though the old divisions for which they held office are so altered as to be unrecognisable in the new plan. The scheme will prescribe for which of the new divisions the surviving Registration Officers continue to hold office.

It is further stated that the Registrar-General has been advised that it is not possible to vary by scheme the provisions of the Act of 1929 whereby the conversion to the salaried basis of existing officers remunerated on the fee basis is contingent on the application of the individuals concerned. There is no power to terminate by scheme the office of an existing officer in order to re-appoint him to the vacancy on a salaried basis.

Existing Registrars of Births and Deaths and the Duties of Registrars of Marriages. It is recommended that schemes should

provide for the merging of the offices of Registrar of Births and Deaths and Registrar of Marriages, but it is pointed out that this merger will not in itself extinguish the existing power of the Registrar-General (or of the Superintendent Registrar with the approval of the Registrar-General) to appoint Registrars of Marriages, and the view is expressed that it will be useless to vest by scheme the functions of marriage registration in any but salaried Registrars of Births and Deaths. Pending the gradual conversion of the latter offices to the salaried basis, the services of Registrars of Marriages who hold no other office or of Registrars of Marriages who hold in addition the office of Registrar of Births and Deaths on a non-salaried basis will continue to be necessary. In connection with the merger of the two offices attention is called to the fact that Registrars of Marriages are included among the persons specified in Section 123(1) of the 1929 Act which relates to compensation for loss of office, etc., and the memorandum says that Councils will doubtless desire to avoid any diversion of business from Registrars of Marriages which could give rise to any material claim to compensation.

Salaries and Allowances of Registration Officers

- (3) The scheme must lay down the salary and allowances, if any, to be attached to the office of every officer in the event of it being or becoming a salaried office. Thus, without any further negotiations or submissions, the scheme itself will determine precisely the remuneration and allowances to be paid in respect of an office at present non-salaried to the next holder of the office after a vacancy or to the present holder in the event of his exercising his option to become a salaried officer. With regard to the method of calculating the several items of remuneration and allowances, and to the standard whole-time rates to be adopted for the purpose, it is said that the Registrar-General cannot add materially to the observations contained in G.R.O. No. 15 of 1929, on these subjects, which he has seen no reason to modify. Where, as part of any general local arrangements, an emergency "cut" in the salaries of salaried Registration Officers is proposed the normal standard rates should nevertheless be set forth, coupled with particulars of the "cut" proposed.

Compensation

In the model scheme set out in the Appendix to the Memorandum, the provision relating to the compensation of officers is satisfactory, being as follows:—

"Every registration officer in office at the commencement of this scheme who by virtue of this scheme or of anything done in pursuance or in consequence thereof suffers any direct pecuniary loss by abolition of office determination of appointment or by diminution or loss of fees, salary or emoluments and for the making good of whose loss provision is not made by any other article of this scheme, shall be entitled to compensation for that loss as if he were an officer entitled to compensation under sub-section 1 of Section 123 of the Act for that loss; and the provisions of that section and of Section 126 of the Act and the Eighth Schedule to the Act shall apply accordingly with the necessary modifications and with the substitution of references to this scheme for references to the Act and of references to the appointed day under this scheme for references to the appointed day under the Act."

Superannuation

In regard to superannuation, the model scheme contains the following note:—

"The Council should set forth here the provisions which they propose for securing the continued enjoyment of the superannuation rights (if any) of an officer who may under the provisions of the scheme be transferred to a district within their area. They should also furnish supplementary particulars of the officer's service as regards qualification for superannuation benefits and state whether the Council have adopted the Local Government and Other Officers' Superannuation Act, 1922, or have any local Act scheme in operation."

A Word of Warning

Local government officers who think of applying for any of the new salaried registration appointments and who are now contributing under the Local Government and Other Officers' Superannuation Act, 1922, are warned that, as the law now stands, the appointment will not be a superannuable one. The offices of Superintendent Registrar and Registrar of Births and Deaths are not offices under a local authority for the purposes of the superannuation Act of 1922. The only Registration Officers who will have superannuation rights will be those who were transferred officers under the Local Government Act, 1929, and who were at the date of their transfer contributors under the Poor Law Officers' Superannuation Act, 1896. The latter Act specifically provided that Superintendent Registrars and Registrars of Births and Deaths should be deemed to be, for the purposes of that Act, officers of the Guardians of the Union in which their district was situated.

When the long-promised Bill to amend the Local Government and Other Officers' Superannuation Act, 1922, is forthcoming, N.A.L.G.O. will press for a clause to provide that for the purposes of the Act, Superintendent Registrars and Registrars of Births and Deaths shall be deemed to be officers of a local authority as defined in the Act.

ICH DIEN

Mr. A. Garrard, who represents N.A.L.G.O. on the National Council of Social Service, attended the demonstration at the Royal Albert Hall, on January 27, 1932, when the Prince of Wales made his appeal for Social Service in the present difficult times. He has little doubt, Mr. Garrard states, that the commonsense and the high ethical principles enunciated in the speech made a deep impression on the audience, largely composed of representatives of the youth of the nation. The appeal would evoke a response from the larger audience who listened in, and who subsequently pondered the subject. The nation is sufficiently sound at heart to rally to the Prince's call to enlist "for the duration" and play the part of "good neighbour."

Local government officers for the most part spend a large proportion of their time in rendering Social Service, and they will readily admit the wisdom of the Prince's words that "there is no central machinery which can provide a substitute for the good neighbour."

ANNUAL SEA CRUISE

It would be difficult to conceive of any other cruise that could provide the sound and enduring enjoyment that is afforded by the N.A.L.G.O. cruise. The captain and every member of the ship's company endeavour to live up to the high tradition of service established during previous cruises and the company offers the most attractive itinerary.

Never before have all the countries to be visited this year been included in any one itinerary. Only infrequently has Lisbon been included of recent years; the approach by sea draws every passenger to the deck and field-glasses become busy—Lisbon from the sea is a wonderful sight. The city has developed immensely of late—roads have been improved. For two days the vessel remains alongside the quay. No doubt on one day most of the passengers will take the advertised excursion by motor to Cintra, and from there ascend in carriages by the winding road which leads to Pena Palace, about 2,000 ft. above sea level, the former summer palace of the Royal Family of Portugal, descending to Cintra for lunch and returning via the coast resorts of Cascaes and Monte Estoril, aptly termed the "Portuguese Riviera." After dinner on board, a theatre can be visited, if desired, and possibly one or more of the Portuguese clubs in the city. There is plenty of interest in Lisbon itself to occupy the second day until the hour arrives for leaving the Tagus for the open sea and the next call.

The full itinerary of the cruise is set out below and includes six other equally interesting calls. With the fare reduced to £23, inclusive of gratuities, etc., better value for a cruise is not obtainable.

A booking fee of £1 will secure accommodation.

Sat., July 23	Leave Liverpool.
Wed., " 27 a.m.	Arrive Lisbon.
Thur., " 28 p.m.	Leave Lisbon.
Sat., " 30 a.m.	Arrive Casablanca.
Sat., " 30 p.m.	Leave Casablanca.
Tu., Aug. 2 a.m.	Arrive Madeira.
Tu., " 2 p.m.	Leave Madeira.
Thur., " 4 a.m.	Arrive Las Palmas.
Thur., " 4 p.m.	Leave Las Palmas.
Fri., " 5 a.m.	*Arrive Orotava.
Fri., " 5 p.m.	*Leave Orotava.
Sat., " 6 a.m.	Arrive Santa Cruz.
Sat., " 6 p.m.	Leave Santa Cruz.
Sun., " 7 a.m.	Arrive Las Palmas.
Sun., " 7 p.m.	Leave Las Palmas.
Sun., " 14	Due back Liverpool.

* Will call if opportunity offers.

BALTIC CRUISES

Special Arrangements for N.A.L.G.O. members.

Particulars on application to
L. HILL, General Secretary,
24 Abingdon Street, S.W.1.

SUMMER SCHOOL—CAMBRIDGE, 1932

ESSAY COMPETITION

SIR ARTHUR ROBINSON, G.C.B., C.B.E., Permanent Secretary, Ministry of Health, who was associated with the N.A.L.G.O. Summer Schools in 1930 and 1931, has again kindly presented a prize to the value of 5 guineas for the best essay on one of the undermentioned subjects:

(1) The principles on which, and the methods by which the relations between local authorities and the central departments of government should be regulated and improved.

(2) The principles on which, and the methods by which co-operation between different local authorities

his *nom de plume* must accompany the essay. Indication of the author's identity should not appear on the essay. (7) The result of the competition will be announced prior to July 2, 1932.

What more beautiful centre could have been chosen for the Association's Summer School this year than Cambridge. Selwyn College, where our members will pursue their studies into the problems of local government, is, with certain distinctions, the Cambridge counterpart of Keble College, Oxford. It was founded and constituted with a special object and intent of providing persons desirous of academic education and "willing to live economically, with a College wherein sober living and high culture of mind may be combined with Christian training based on the principle of the Church of England." The college is a handsome building constructed in modernised Tudor Gothic, its Chapel dating from 1882.



CAMBRIDGE: KINGS CHAPEL AND BRIDGE.

and different classes of local authorities may best be secured or developed

The prize essay will form the basis of one of the informal meetings at the 1932 Cambridge Summer School. Copies of the essay will be circulated to students enrolled and, if not already a student, the author will be invited to attend for that session. If suitable in length the essay will be published in LOCAL GOVERNMENT SERVICE.

RULES.—(1) The competition is open to all members of the N.A.L.G.O. (2) The essay may be in manuscript, type-written, or printed. (3) No stipulation is made as to length. (4) The final selection by Sir Arthur Robinson must be taken as conclusive. (5) Essays must reach the General Secretary, N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1, on or before June 20, 1932. (6) Each essay must be headed with the title chosen and a *nom de plume*. A sealed envelope containing the author's name, address, and branch and bearing on the outside

For particulars of the Sir Arthur Robinson Essay Competition in connection with the Summer School please see above.

An announcement of the Sister-Tutor Scholarship is made on page 389.

BRIGHTON SCHOLARSHIP

An example which other branches of N.A.L.G.O. would do well to emulate is being set by the Brighton Branch. Primarily upon representations made by the Education Correspondent, a special course suitable for junior officers preparing for the N.A.L.G.O. Preliminary Examination is now being held at local evening schools. With the approach of the summer, and with it N.A.L.G.O.'s Cambridge Summer School, the Brighton Branch has announced a scholarship to the value of £5 plus return railway fare to Cambridge, which will enable the winner to profit by the week's course at the School. The competition is restricted to officers whose salaries do not exceed the £250 per annum mark; the scholarship will be awarded to the writer of the best essay setting forward reasons for wishing to attend the School. Negotiations are proceeding between the branch and the town council for the winner to be granted a week's leave of absence, with salary.

SOLUTIONS—CROSSWORD No. 12.

ACROSS
1. Plum pudding. 9. Undines. 10. Dingo.
11. Everest. 13. Cotes. 14. Isle. 16. Insist.
19. Advert. 20. Wept. 22. Eleva. 23. Reciter.
26. Onset. 27. Sausage. 28. Snapdragons.
DOWN
2. Ladle. 3. Mince. 4. Upsets. 5. Deduced.
6. Nanette. 7. Yuletide Log. 8. Roast Turkey.
12. Site. 15. Late. 17. Stepson. 21. Proser.
24. Clung. 25. Train.

RAINING AND WORK OF A SISTER TUTOR

By FLORENCE MOORE (Holder of the Sister Tutor Scholarship, 1930-1931)

Great changes have taken place in the nursing profession following the passing of the Nurses' Registration Act in December, 1919, and the introduction of State examinations for nurses. These demand a fixed period of training (three years), during which time probationer nurse is taught the theory and practice of nursing according to a course arranged by the General Nursing Council. The necessity for increased scientific and medical knowledge demands a nurse should know more than there is time to teach her in the wards. Trained nurses have, therefore, been appointed to be entirely in charge of the educational course during the three years' course of training and to link up the theory of nursing with the practical work carried on in the wards. Such teachers in hospitals are known as Sister Tutors, and the first one was appointed at St. Thomas's Hospital, London, in 1914.

PERSONAL QUALITIES

The Sister Tutor arranges a regular timetable of lectures and classes in the hospital to cover the prescribed syllabus. She is drawn up so as to interfere with practical work on the wards as little as possible. She must be a well experienced nurse, with a wide general knowledge, a disciplinarian, yet broad-minded and sympathetic. She must be capable of judging each student's capacity and of inspiring enthusiasm for study and determination to win through into each individual nurse. She must herself be enthusiastic in order to arouse keenness in others.

She must instruct and guide the probationers in their studies, advise how to prepare for the examinations, and recommend suitable books for reading—elementary books for the juniors and good books for the senior nurses. She must teach the right use of study books. She herself must read widely and bring the best professional journals to the attention of the nurses. Almost all hospitals, nowadays, have excellent medical and nursing libraries and these are looked after by the Sister Tutor.

Another important duty is the coaching of nurses prior to examination, and here dual tuition is given whenever possible the nurses being invited to visit the Sister Tutor to discuss their difficulties. The Sister Tutor supervises a well-equipped demonstration room and gives practical demonstrations to supplement lectures. Practical nursing is, however, the main stream into which all the branches pour in their contributions.

Co-operation with the ward is, therefore, essential to success. Usually, the Sister Tutor finds time to give any information concerning treatment and fresh appliances used in the wards. This keeps the Sister Tutor

in touch with the practical work and increases her own knowledge.

The Sister Tutor also attends lectures given by the doctors and corrects notes made at the lectures and so can explain points not clearly understood.

As the consciousness for the need of more scientific teaching grew, it became evident that a special training would be required for those wishing to specialise as instructors. The College of Nursing, therefore, approached the authorities of King's College for Women (which is affiliated to the University of London) and prepared a scheme for a post-graduate



NURSE FLORENCE MOORE

course for this purpose, the course occupying one academic year. The first students to take the Sister Tutors' course entered in October, 1918.

In 1926 the National Poor Law Officers' Association made this course possible for their members who were trained nurses by offering two scholarships of £150 each, afterwards giving one yearly, until 1930, when the Association combined with the National Association of Local Government Officers. The reason for providing the scholarship is to assist nurses in the local government service to qualify for the senior positions in their profession.

The course is arranged to cover the requirements of trained nurses who wish to teach nurses in training. The subjects of study for the certificate awarded at King's College are physiology, anatomy, hygiene, bacteriology, biology, institutional administration, and business affairs.

In connection with the course there are forty lectures on general elementary science dealing with the principles of chemistry and physics; also twelve practical classes on physics dealing with problems relevant to the study, on a

scientific basis, of some of the general principles of nursing. The College of Nursing have arranged a course of lectures on educational psychology and methods of teaching, which most teachers of nursing find extremely useful and take at the same time as the course at King's College.

In addition to lectures and practical work in the laboratories, various excursions are arranged in connection with hygiene and institutional management. During my year at King's, we visited the Royal Sanitary Institute, various museums, dairies, waterworks, a laundry, a babies' hospital, and infant and child welfare centres, various housing schemes and sewage works, all of which I found extremely interesting.

FITTING THE CANDIDATE

Last year, for the first time, arrangements were made for students to attend for observation in the teaching departments of St. Thomas's and Guy's Hospitals. This was arranged for the first week of the Easter vacation and proved a valuable addition to the course.

The course is an intensive one, but each subject is necessary to the nurse who wishes to fit herself for an administrative post in hospital, where practical skill must be supplemented by a trained mind. The syllabus has been revised from time to time in order that the Sister Tutor should be carefully prepared for her duties and become increasingly efficient.

From a candidate's point of view the examination is a greatly dreaded ordeal. The number of subjects and the wide field covered by them makes hard work essential from the commencement of the course. Previous knowledge is very helpful. A large amount of reading from good text-books is necessary. Full notes taken at lectures are invaluable when used with good books of reference, which can always be obtained from the well-equipped college library. Previous years' examination questions are also kept here for reference. Wide general knowledge is essential to success.

It is a comforting thought to would-be candidates that few fail in the Final Examination, in spite of the high standard insisted upon—so do not be discouraged by the results of the terminal examinations!

As regards recreation, all tastes are provided for. There are various sports clubs, debating and dramatic societies, and occasional dinners and dances. Newspapers and periodicals are available for students' use in the common rooms.

Now that training schools for nurses have awakened to the ever-increasing demand for better teaching, the need for the right type of candidate still seems to exceed the supply. Certainly, the profession of Sister Tutor is not an overstocked one.

A GUARANTEED INCOME

MORE BENEFITS FOR THE N.A.L.G.O. MEMBER

THE announcement in the February issue of LOCAL GOVERNMENT SERVICE regarding the Guaranteed Family Income Policy recently introduced by the N.A.L.G.O. Insurance Department has created considerable interest. Inquiries by letter and telephone have been received hourly since the moment of publication, while many members have expressed the opinion that it will be the most popular Life Assurance Policy yet issued. Several discerning the exceptionally good benefits and the low premium charged have decided to discontinue other Life Assurances and take out a Family Income Policy with N.A.L.G.O. This action on the part of members who are already assured for varying sums up to £1,000 should prove an influence on many others.

FAMILY INCOME POLICY

The correspondence received indicates points on which further information is required. Before dealing with them, a reiteration of the policy for the benefit of those who did not see the announcement will not be out of place. The Family Income Policy is intended to meet the needs of the married man. His responsibilities are heaviest up to the age of, say, fifty when the family is growing up and is consequently a continual source of expense. There are the children to feed, clothe and educate and give a good start in life; perhaps the house is being purchased which is likely to prove more of a liability than an asset if there is a heavy mortgage on it. There are other items of expense which unfortunately do not die with the breadwinner. Assuming that the new policy is for £1,000 (any amount of £200 and upwards can be assured) it provides the following benefits in the event of death occurring within the first 20 years:

- (1) £200 at death,
- (2) £3 per week for the balance of the 20 years and then,
- (3) A further £800.

If death does not occur within the first twenty years, £1,000 is paid when it does occur.

WHEN PREMIUMS CEASE

The premiums quoted in the last issue were payable throughout life. This is the cheapest method, but it does not suit the requirements of the man who will retire on superannuation at age of 60 or 65. This is no obstacle as the premiums can cease at age 50, 55, 60, 65 or 70 but, of course, they are lower if paid throughout life.

The correspondence bag discloses that there are members who wish to make the provision given by the policy but do not quite like the idea of the payments being made at death only. They want, if possible, to see some of the money

themselves. It is by no means an unnatural point of view. In fact, could there be any wiser course than to provide handsomely for the family during a critical period, but if everything goes according to plan, to receive the whole of the £1,000 for one's own enjoyment? This can be accomplished by applying the scheme to Endowment Assurance when the position will be as follows:—

- (1) The member will be guaranteed under the policy to receive £1,000 at the end of, say, 20, 25, 30 or 35 years, or the full amount will be paid should death occur previously, but
- (2) If death occurs within twenty years of taking up the policy, £200 will be paid at death, £3 per week for the balance of the twenty years, and then a further £800 will be handed to the family.

SIR ARTHUR P. JOHNSON, M.A.

The complimentary dinner arranged by the National Executive Council to Sir Arthur P. Johnson, for many years president of N.A.L.G.O., in honour of his knighthood, will be held at the Grosvenor House, Park Lane, London, W.1, on Saturday, March 19. Reception, 6.45 p.m. Dinner, 7.15 p.m. Immediate application should be made for tickets, price 10s. 6d. each, exclusive of wines, which may be obtained from the General Secretary, 24 Abingdon Street, Westminster, S.W.1. Members may bring their wives or friends.

The table on this page shows the monthly premiums, for a selection of ages, viz. :—

- (a) Payable throughout life.
- (b) Payable until age 60.
- (c) Payable until age 65.
- (d) Payable on Endowment Assurance principles for twenty and twenty-five years.

A GUARANTEED INCOME

Monthly Premiums for a Guaranteed Family Income Policy for £1,000 based on Whole Life and Endowment Assurance Principles

Age next birthday	Through- out Life	Payable		Endowment Assurance	
		Until age 65	Until age 60	25 years	20 years
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
25	1 10 0	1 12 6	1 13 4	2 19 2	3 15 0
27	1 11 8	1 14 2	1 15 10	3 0 10	3 17 0
30	1 15 0	1 18 4	2 0 0	3 0 10	3 17 0
32	1 18 4	2 1 8	2 4 2	3 2 6	4 0 0
35	2 4 2	2 8 4	2 12 6	3 5 0	4 2 0
37	2 6 8	2 12 6	2 18 4	3 6 8	4 4 0
40	2 12 6	3 0 10	3 8 4	3 10 10	4 7 0
42	2 17 6	3 9 2	4 0 0	3 13 4	4 10 0
45	3 8 4	4 3 4	4 19 2	4 0 10	4 17 0
47	3 15 0	4 16 8	5 17 6	4 5 10	5 2 0
50	4 8 4	6 0 10	7 19 2	4 15 10	5 11 0
52	4 18 4	7 2 6	—	—	—
55	5 18 4	9 15 0	—	—	—

If twelve monthly premiums are paid in advance a reduction of 5 per cent. will be allowed.

INCOME TAX

The lower salaried member can commence with a policy for, say, £200 and increase it from time to time as his circumstances permit. The premium would be one-fifth of the amount shown. A premium paid will rank for rebate of Income Tax at half the standard rate which means a saving in tax of 2s. 6d. for every £1 paid by way of premium.

One member raises the question of the income paid under the policy being liable to Income Tax. This has also been for seen and the policy has been so drawn to describe the income as deferred payment of a capital sum, because a capital sum payable under a life assurance policy is not subject to tax.

WITHOUT DEATH DUTY

Members are advised to have a policy issued in the name of their wife, but of course on their own life, in order that she may be entitled to the benefit independently of a will, and to receive payment of the first benefit immediately on proof of death without waiting for grant of Probate or Letters of Administration. This will also avoid long delay in the event of a will not being left. It will also mean that the value of the policy will not be included in the member's estate and consequently Death Duty will not have to be paid on the sum assured.

It should be stated that the policy will be subject to the usual conditions regarding the payment of a Surrender Value in the event of the premiums being discontinued or a paid-up policy will be issued. A clause will also provide for non-forfeiture of the policy in the event of a renewal premium remaining unpaid.

MOTORIST COMPULSORY INSURANCES

N.A.L.G.O. POLICY BENEFITS

ANY cars and cycles will be brought out of storage early this month in readiness for the Easter holidays, and as insurance is now compulsory, members are reminded that the "N.A.L.G.O." comprehensive policy for motor-cars and motor-cycles is one of the finest policies of its kind on the insurance market and the cheapest. What is equally important, absolute satisfaction is given to every member in the settlement of claims; this is proved by the fact that in eighteen months no justifiable complaint has been reported to headquarters. The following table shows a selection of the rates and it will be to the financial advantage of every motorist member to compare them with what he is paying at present:—

Insurance	£100	£200	£300	Third Party Risks only
8	£ s. d. 7 4 6	£ s. d. 7 8 6	£ s. d. 8 5 0	£ s. d. 3 12 6
9	7 16 9	8 1 0	8 13 3	3 18 6
10	8 5 0	8 11 9	9 4 0	4 2 6
12	9 1 6	9 5 9	9 18 6	4 11 0
13	10 6 3	10 8 9	10 19 6	5 3 0
15	11 15 3	11 19 3	12 7 6	5 17 6
17	12 3 4	12 7 6	12 11 9	6 2 0
20	13 8 3	13 12 3	13 16 4	6 14 0
23	14 13 0	14 17 0	15 1 3	7 6 6

SPECIAL RATES

For approved risks, the following makes of car will be accepted at the special rates shown. Granted standard bodies and of modern manufacture.

	£200	11.9 h.p.	£ s. d.
Meris Cowley up to	£200	11.9 h.p.	8 5 0
Meris Oxford	£225	11.9 h.p.	9 5 9
Meris Oxford	£275	13.9 h.p.	10 6 3
Meris Oxford	£300	14.9 h.p.	11 2 9
Meris Oxford	£350	15.9 h.p.	11 15 3
Meris	£200	22.4 h.p.	8 5 0
Meris	£200	14.9 h.p.	10 6 3
Meris	£150	..	8 5 0
Meris	£200	..	10 6 3
Meris	£270	..	10 8 0
Meris	£335	..	11 7 0
Meris	£200	..	10 6 3
Meris "7"	£200	..	7 4 6

Cars exceeding any of the stated horse powers are rated at the next highest h.p., but decimal parts to be ignored, e.g., a car of 14 h.p. to be rated at 15 h.p., but a car of 10.9 h.p. to be rated at 10 h.p.

A "no claim" bonus of 20 per cent. allowed off the renewal premium, which compares with 10 per cent. usually granted. Any member transferring his present insurance to N.A.L.G.O. will receive the same percentage bonus which he would have received from his present company, with a limit of 20 per cent.

Most of the irritating "extras" which a motorist has to pay to get full cover have been removed. The loss of luggage, etc., for which motorists are usually charged is included in the policy without charge. If the insured person owns his house or is liable for the structure, damage by fire up to £200 is covered.

Medical expenses up to twenty-five guineas compares favourably with the usual allowance of ten guineas. In the event of total destruction or loss the insured value is agreed as the replacement value.

Proposal forms can be obtained from headquarters, but members are recommended to communicate direct with Messrs. Norman Frizzell & Partners, Ltd., 97-99 Cheapside, E.C.2, the Association's official insurance brokers, to whom all correspondence regarding motor insurance should be addressed.

SISTER-TUTOR SCHOLARSHIP

The National Association of Local Government Officers offers a Sister-Tutor Scholarship in 1932 of £150, tenable at King's College for Women, University of London, for one year.

The Scholarship is open to trained nurses who have been members of N.A.L.G.O. since January 1, 1931. The successful candidate will commence her training in October. Candidates will be required to take the special examination held by the College of Nursing on May 21, 1932 (see 55.).

Forms of application may be obtained from the General Secretary, N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1, and must be returned before April 27, 1932.

N.P.S. "REST"

In spite of an increase of over 33½ per cent. in the amount of sickness benefit paid to members during 1931, the Nalgo Provident Society has again been able to declare a distribution of surplus at the rate of 9d. for each shilling contributed. This means that every member will have re-credited to his own account 75 per cent. of his year's contributions to the Common Sick Fund, to which 3 per cent. compound interest will be added whilst it remains with the Society. Some members who have not made withdrawals have accumulated over £40 as a result of this annual distribution.

Membership of the N.P.S. is quite a different proposition from membership of the average sickness benefit society, to which a person may contribute for a life-time and receive no return unless sick benefit has to be claimed.

N.A.L.G.O. SPORTS

SOUTHERN DISTRICT FOOTBALL.

The draw in the Southern District Sports Committee Football Competition, 1931-32 semi-finals is as under:
Swindon v. Oxford City or Hants County.
Eastleigh and Bishopstoke or Bucks County v. Portsmouth. Matches will be played on Saturday, March 19; kick-off 3.30 p.m. Extra time to be played in the event of a draw. The team first-named had the choice of ground.

25
/ 3
/ 32

Many Household Insurances become renewable at Ladyday. If you are not covered against all risks you should change your Policy immediately.

THE "N.A.L.G.O." COMPREHENSIVE BONUS POLICY

will give you full protection at a lower premium.

It covers the everyday risks of

Fire, Burglary, Lightning, Storm, Bursting or Overflowing of Water Pipes and Tanks, Accidents to Servants, Public Liability, Tenant's Liability, etc.

IN ADDITION, UP TO

£1,000

is paid in respect of the insured person if he is killed by the burning of his house, or in a train, omnibus, tram or cab accident.

PREMIUMS Per £100

Building - - 1/3

Contents - - 4/3

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FREE RENEWAL EVERY SIXTH YEAR IF NO CLAIM

Proposal forms from the Local Correspondents or from

N.A.L.G.O.

24 ABINGDON STREET WESTMINSTER, S.W.1

THE ROAD TO ECONOMY IN LOCAL GOVERNMENT

THE following paragraphs are taken from a pamphlet with the above title, issued by the National Union of Ratepayers' Associations. The rest of the pamphlet consists of an extract from the "May" Report (the Committee on National Expenditure) and several examples showing how local authorities have cut down salaries. The publication is the subject of comment in "Notes of the Month."

Regulation and Control of Finance.

—The essential need is strict financial control of expenditure by the Finance Committee, in accordance with the Local Government Act, 1888, which applies to County Councils. Section 80, Sub-section 3, of that Act states: "Every County Council shall from time to time appoint a Finance Committee for regulating and controlling the finance of their County." The same provision exists in the London Government Act, 1899, Section 8, Sub-section 3, which applies to London Boroughs. No such provision exists in regard to other local authorities.

This regulation and control of finance has been neglected in some County and London Borough Councils where the Finance Committee has not recognised the great statutory power which it possesses. In fact, the Finance Committee has often been a mere registering body, automatically noting and passing estimates of expenditure on maintenance and capital account without really regulating and controlling finance.

Danger of Officialism.—A grave evil in local government administration is that, to a large extent, administration, which means expenditure, is too much in the hands of the officials. Except in a few cases, the policy and expenditure of the Councils are directed by the officials. As an example . . . we take the case of a London Borough Council where rigid economy was being applied. The Borough Surveyor, on being faced with the

economy "cuts" in his Department, said to the Committee: "Then I refuse to take responsibility." The chairman of the Committee informed him that the responsibility attached to the council and not to him, as he was merely a servant of the council and not the governing body. The chairman proceeded to read the section of the Act which enacts that the Borough Council "shall appoint or employ and may remove at pleasure such Clerks, Treasurers, Surveyors, and such other officers and servants as may be necessary."

Lack of Organisation.—Waste and inefficiency are bound to be more or less prevalent where there is no organisation of councillors acting under a leader and committee. The affairs of the council are conducted in a haphazard manner, and, in effect, the officials rule. In proof of this statement the observation of a Town Clerk in a borough not far from London may be quoted. A suggestion had been made by a body of councillors that they should appoint a leader of the council and set up a committee to examine the agenda prior to the meeting of the council; and that the committee and its allied councillors should also direct and control the general policy of the council. The Town Clerk, in conversation, strongly deprecated what he called "the introduction of politics," though there was no such intention, and he was heard to observe that if the councillors organised themselves there would be an end to the power of the officials.

Trade and Industry First.—Those closely concerned with Local Government are naturally averse from economy "cuts." An attempt is being made to insist upon the need of proceeding with large capital expenditure in spite of the appalling figure of local debt. After all, Local Government is, or should be, subordinated to the needs of trade and industry. The cost of Local Government is drawn from trade and industry. When there is great commercial depression and all classes have to economise, then Local Government must show an equal—if not a greater—economy.

Future Economies.—The action of some local authorities a few years ago in stabilising salaries and wages at percentages varying from 50 to 75 per cent. was undoubtedly against the public interest. The system by which salaries and wages were raised or lowered in accordance with the cost of living figure was a fair one. This new scale should be nearer the 1914 scale.

Municipal staffs are often in excess of the number required, and a redistribution of work could be effected without any hardship or loss of efficiency. Serious consideration should be given to the question whether vacancies caused by death or resignation should not be filled up.

The Burden of Legislation.—Real economy in Local Government is not possible while the legislature continues to pass Act after Act imposing new duties and new expenditure upon local authorities. In the last thirty years some hundreds of Acts have thrown heavy burdens upon the ratepayers. Government Departments have also spurred local authorities to embark upon costly schemes by the promise to pay a percentage of the cost. Every Act of Parliament means more officials, central and local.

INCORPORATED ASSOCIATION OF RATING AND VALUATION OFFICERS

A meeting of the Metropolitan Students Society was held at 24 Abingdon Street, S.W.1 on January 28. Mr. J. T. Baker, President of the Association, presided for a lecture delivered by G. K. Perkins, Esq., F.A.L.P.A., on General Valuations.

Mr. Perkins enumerated many different circumstances which affect valuations and described the method of arriving at the capital value of leasehold properties and the use of valuation tables. He also gave a description of the various details which should be taken into account when valuing different classes of property.

JUNIOR TO TOWN CLERK

Llandudno Branch of N.A.L.G.O. offers hearty congratulations to a popular member and colleague, Mr. R. Dexter Jones, recently appointed Clerk to the Llandudno U.D.C. in succession to the late Mr. Alfred Conolly. Mr. Jones, in the service of the Llandudno Council for the past 30 years, is, by reason of his long experience of the Council's activities, admirably fitted for the appointment.

Entering the service of the Council in October, 1901, as office junior in the Engineer and Surveyor's Department, Mr. Jones in 5 years rose to be chief clerk in the department, a position he held up to October, 1913, when he was appointed chief assistant in the Town Clerk's Department. He was admitted solicitor in 1929, the Council then appointing him Deputy Clerk and Assistant Solicitor.

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Established in 1850, the West London Economic Building Society was incorporated in 1875, and since then

has pursued a policy directed to ensure reliability in respect of the properties upon which the funds are advanced, thus affording to investors a first-class security. Speculative business has been scrupulously avoided. The Society pays and proposes to continue to pay 5 per cent. (tax free) on completed shares of £25 each, and has for many years paid 6 per cent. (tax free) on sub-

scription shares. From an investment point of view a more profitable security would be hard to find.

Apply to the Secretary for Investor's Prospectus or other information desired. It is not necessary to call at the Society's office, if this is inconvenient. Correspondence addressed to the Secretary is dealt with expeditiously.

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The following is a short list of Institutions for whose examinations coaching is arranged:—
National Association of Local Government Officers.
University of London (Diploma in Public Administration).
Institute of Municipal Treasurers and Accountants.
Association of Rating and Valuation Officers.
Board of Trade (Inspectors of Weights and Measures and Gas Meters).
Chartered Institute of Secretaries.
Sanitary Inspectors' Joint Examinations Board.
Institution of Municipal and County Engineers.
Law Examinations Board: (a) Relieving Officers; (b) Institution Officers.
Various preliminary examinations (including matriculation).

**728 Students
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*Start study now for
the 1933 Exam.*

*All descriptive pamphlets sent post
free to interested members.*

**NALGO
Correspondence Institute**
Abingdon Street, Westminster, S.W.1

HEADQUARTERS AND BRANCHES

*List of Communications sent from Headquarters
to Branches.*
FEBRUARY 5

Circular No. 7/B.O.

Regarding issue of a letter appealing to resident officers of the Public Assistance Departments to assist the Benevolent and Orphan Fund.

FEBRUARY 5

Circular No. 8 Con.

Enclosing two copies of Form EL1 (Nomination Paper for the Election of the National Executive Council) and requesting that one be returned duly completed by 5 p.m. on March 1, 1932.

Enclosing leaflet with particulars including itinerary of the Annual Sea Cruise (Portugal, Morocco, Madeira, and Canary Islands—twenty-two days at £23).

FEBRUARY 15

Circular No. 9/Gen.

(a) Concerning the appointment by the branches of Local Correspondents for the N.A.L.G.O. Provident Society and Logomia as from January 1, 1932.

(b) Enclosing particulars of two new benefits, i.e., "Family Income" and "Hedge Your Mortgage" Policies.

Circular No. 10 Gen.

Requesting early application to the General Secretary for tickets on behalf of those members and friends, ladies included, desirous of attending the complimentary dinner to Sir Arthur P. Johnson.

Circular No. 11 Gen.

Directing attention to particulars published in this issue relating to the International Congress of Local Authorities and enclosing an application form for the use of any member desirous of attending the Congress in London on May 23 and following days.

Circular No. 12/B. & O.

Requesting that branch hon. secretaries will express to the members the hope of the Committee of Management of the B. & O. Fund that more general use will be made by those who cannot normally afford nursing-home fees of the hospitals where to-day the treatment is the best that can be obtained.

FEBRUARY 26

Circular No. 13 I.N.S. (Local Correspondence only)

(a) Concerning the appointment by the branches of Local Correspondence by N.A.L.G.O. Provident Society and Logomia as from January 1st, 1932.

(b) Enclosing particulars of two new benefits, i.e.: "Family Income" and "Hedge your Mortgage" Policies.

Circular No. 14/Gen.

Notifying that a free specimen copy of the "Nalگو Holiday Guide" for 1932 is being dispatched; asking for orders and enclosing Order Form.

Circular No. 15 Gen.

Enclosing copy of circular letter prepared for issue at the request of branches to chief officers who may be non-members, and enclosing form for completion in connection with this matter.

Circular No. 16 Gen.

Calling attention to the arrangements in connection with the annual sea cruise of the Association, and giving brief details of Baltic Cruises and special terms in connection therewith available for members and their friends booking through the Association.

Circular No. 17 Gen.

(a) Notifying the total membership of the Association at October 31, 1931, and also at January 31, 1932, and asking that every effort should be made to ensure the prompt collection of subscriptions so as to avoid late returns to Headquarters and the consequent understatement of actual membership.

(b) Reminding branches that the forms C.1 (appointment of representatives to the annual conference at Weston-super-Mare) and E.L.1 (nominations for the election of the National Executive Council) should reach Headquarters not later than 5 p.m. on March 1.

1, 2, 3

weeks to

EASTER!

HAVE

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YOUR

ACCOMMODATION

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CROYDE BAY

HOLIDAY CAMP?

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DO IT NOW!

Detached Bungalows—Excellent
Cuisine—Dining and Recreation
Pavilion—New Rest Room.

7/- per day.

Bathing. Tennis. Dancing.
Garage Accommodation.

Application forms from your Branch
Secretary or from

L. HILL,

General Secretary,

N.A.L.G.O.

24 Abingdon Street,
S.W.1

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS:
24 ABINGDON STREET, WESTMINSTER,
S.W.1.

WESTON-SUPER-MARE CONFERENCE, 1932 DATES TO REMEMBER

- Mar. 15. Motions for Conference to be received at Headquarters by 5 p.m.
- " 15. Nominees for Election of N.E.C. may withdraw up to 5 p.m. on this date.
- April 1. Journal will contain Conference Agenda.
- " 1. Report of the N.E.C. to be issued to representatives with Agenda.
- " 15. Amendments to motions in Conference Agenda to be received by Headquarters by 5 p.m.
- " 15. Voting Papers for N.E.C. to be in hands of branch secretaries.
- " 23. Voting papers for N.E.C. to be in hands of members.
- " 29. Conference Agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.
- " 29. Branches desiring to divide voting strength at Conference to notify Headquarters of allocation.
- " 30. Last date for receiving entries at Headquarters for Conference Competitions in golf, bowls and tennis.
- May 1. Voting papers to be in hands of secretary of District Committee by this date.
- " 1. Journal will contain amendments to motions in Conference Agenda.
- " 2. Counting of votes for N.E.C. commences in each district.
- May 14. Whit. Saturday. First day of Conference proceedings.
- " 16. Whit Monday (Bank Holiday). Second day of Conference proceedings.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months: September, 45; October, 45; November, 46; December, 48; January, 47; February, 47. The percentage increases in each of the five groups on which the Index Figure is based are as follows:

	DEC.	JAN.	FEB.
Food	32	32	31
Rent	54	54	54
Clothing ..	90	90	90
Fuel and Light	75	75	75
Other Items ..	75	75	75

A revision of the cost-of-living bonus for Civil Servants takes place as from March 1, based on the average of the official cost-of-living figures for the preceding six months, September to February. The actual averages leave undisturbed the arrangement operative during the six months commencing September 1 last, when the bonus was related to an average figure of 50 points.

It is understood that discussions have already been opened between representatives appointed by the Treasury and representatives of the Staff Side of the National Whitley Council for the Civil Service, with a view to deciding the future of the Civil Service bonus.

The Royal Commission on the Civil Service recommended that bonus and basic salary should be consolidated, but in view of the probability that the cost of living will increase, it is not likely that the staff representatives will be willing to accept that proposal.

NALGO EXAMINATIONS

The closing date for receiving applications for entry to the Nalگو Examinations in May next is April 1.

LONDON ORGANISER

Mr. Thomas M. Kershaw has been appointed Divisional Organising Secretary at Headquarters for the London County Council Branch of the Association, the National Executive Council being alive to the necessity for providing an adequate organisation for the transferred officers in this area.

The new D.O.S. comes to London with ten years' experience of honorary work in connection with the Manchester Branch. Not only has he served for many years on the Branch Executive Council and all its important committees, but he has been one of the branch representatives on the North-western District Committee and a representative for some years at the Annual



Mr. THOMAS KERSHAW,
Appointed D.O.S.

Conference. He has a wide experience of municipal work and is the holder of a diploma in this subject at the Manchester High School of Commerce. His knowledge and organising abilities should be an asset to the Association as a whole, and in particular to the transferred officers of the London County Council.

Mr. Kershaw is resigning his position in the service of the Paving, etc., Committee of the Manchester Corporation after twenty-one years' service, and takes up his new appointment as from March 1.

At the annual dinner of the Manchester Branch held recently he was the recipient of an illuminated address and a handsome case of cutlery as a mark of esteem from the Manchester Municipal Officers' Guild.

N.A.L.G.O. HOLIDAY GUIDE

When planning holidays this year members will have in mind the Association's Sunshine Cruise, the alternative cruises to the Baltic and the Bungalow Camp at Croyde Bay, North Devon.

There will still remain a vast number who will require other assistance in arranging where to spend their vacations; to these the N.A.L.G.O. Holiday Guide will provide assistance as to type and venue and a wealth of addresses recommended by colleagues. Many pages have been added for 1932 and the utility of the guide has been considerably enhanced. A specimen copy will be sent to each branch secretary during the first week in March. Orders should be addressed to Messrs. Rolt & Sons, of 17-18 Railway Approach, London Bridge, S.E.1, accompanied by remittance to cover cost and postage.

The price of the Guide is 3d. per copy and the following are the extra charges for post or carriage: 1 copy, 5d.; 2-4 copies, 9d.; 5-7 copies, 1s.; 8 copies, 1s. 3d.; 9 copies, 1s. 8d.; 10-15 copies, 2s.; over 15 copies, 2s. 6d.

Members are urged immediately to place orders with their branch secretaries so that supplies may be obtained in bulk.

NATIONAL EXECUTIVE COUNCIL

A statement of the action taken by the National Executive Council on three references from the last conference was published in the January, 1932, issue.

The following information relating to the action taken on two other references completes the report on the references to the National Executive Council.

REFERENCE

"Inasmuch as local government officers are the only Public Servants whose salaries are not regulated by national awards, this Conference urges the National Executive Council to consider the possibility of either

- (1) the making of three-party agreements on a national basis as between Associations of employing authorities, the National Association of Local Government Officers, and appropriate Government Departments, such agreements to be binding on all parties and enforceable by Departmental Regulations, or
- (2) The introduction of legislation which will make it obligatory on local authorities to adopt and implement salaries and grading schemes, such schemes to be subject to the approval of the Ministry of Health and terminable only after due notice."

Decision of National Executive Council.

The National Council has given consideration to the above reference, but, owing to the emergence of the national financial crisis and the issue to local authorities of Departmental Circulars suggesting economies in salaries, it is practically impossible to frame proposals for carrying out the objects referred to in the reference until more stable conditions prevail. The Council will, however, give further consideration to these questions at the first opportunity moment.

REFERENCE

"That the National Executive Council be instructed to consider the question of the increase of the number of elective members of the Council."

Decision of National Executive Council.

This reference was delegated to the Service Conditions and Organisation Committee, which gave very careful consideration to this question and the Council, on the recommendation of the Committee, decided that no increase in the number of elective members of the Council was necessary.



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Authoritative local news on matters having more than a purely local interest is welcomed.

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Ratepayers' Associations. It may, therefore, be taken seriously by persons whose outlook on local government is not more extensive than the limited survey within the range of its authors. A local authority has within its keeping the health, the education, and the welfare of that part of the whole community which is related to its district. It distributes or controls those amenities which become more necessary as the country concentrates its urbanised system. In the main, the local authority carries out those functions that make town-life possible, and for which, by common consent, private enterprise should not be responsible. Local government is not a creation of a class apart, nor the result of bureaucratic invention. On the contrary, the people themselves demand an impartial administration to amend their conditions of life, or for the development of certain corollaries to intensive industrialism. The system is complicated and it requires for its operation staffs of men and women who are specialists by long training. The *Road to Economy in Local Government* is a fair example of the criticism which comes from those who are absorbed in occupations uninspired by any higher motive than personal gain.

SOCIAL DECAY

STRESS is laid upon the view that local government should be subordinate to the needs of trade or industry. Does the National Union of Ratepayers' Associations mean that where industry is at its lowest ebb the local authority should cease to be vigilant in regard to infectious disease, or should regulate its educational system by a prosperity index based on information provided by tradesmen? Does the Association intend, further, that the water supply or the facilities for the passage of traffic over the roads should be allowed to fall into ruin? Probably the authors of this inadequate publication have not given five minutes serious thought to the matter, but because they are accustomed to loose thinking they write with a looseness of phrase still more pronounced. After their kind, they betray their incapacity when they take on the role of critic of public administration. These "business men" reveal themselves, when they enter the field of administrative criticism. With each addition to his bank balance, the self-esteem of a man of their type increases, in accelerated ratio, until he attains a frame of mind by which he is encouraged to deem himself entitled to announce palatable fallacies as a divine right. The *Road to Economy in Local Government* has one idea only, and that is the reduction of officers' salaries. It is seriously stated that salaries for future entrants to the service should be "nearer to the 1914 scale." That persons should still be living who think in the terms of 1914 provides a clue to the cause of our present economic ills. The *Road to Economy in Local Government* is not worthy of any organisation which professes to speak on behalf of responsible citizens.

DISCREDIT THE OFFICER

THE National Union of Ratepayers' Associations wishes to secure a reduction in the amount paid for salaries by local authorities. To gain this end, the pamphlet before us has recourse to a simple endeavour to discredit the officers and servants in the service of local government. That may be a principle frequently applied in business; but it is not a moral principle. If it should have any serious effect at all, it may create contempt in those who give their best to the local authority whom they serve. Unless something more acute than the views of the so-called business man were available as the basis on which the value of local government is determined, there would indeed be small hope of attracting the desirable type of person into the service. A general survey would show that the Town Councils very jealously exercise their responsibility for policy and that their officers are not permitted to function in ways other than as administrative experts and advisers on matters of a technical character. Impartial review would prove this to be universally correct, and the authors of the pamphlet betray their lamentable ignorance of the facts when they say that, "except in a few cases, the policy and expenditure of the councils are directed by the officials." A jejune example is given to justify this statement. A Borough Surveyor, faced with certain reductions in salaries in his department, is stated to have said that he would "refuse to take responsibility." The administrator and the officer are alike aware that the words prove nothing.

CROYDE BAY FOR EASTER

A recent article in one of the weekly papers was devoted to an appreciation of a short holiday spent in North Devon during January and the writer dilated on the mildness of the climate and the charm of the district; he averred that it was more entrancing even than in the summer. We commend every member who can get away for a holiday at Easter to consider the advantages offered by the Association's bungalow camp at Croyde Bay. The railway companies are offering special fares as usual (see below) at Easter and glorious Devon will be at its best. The camp will open on Thursday, March 24, for the season, and there is ample accommodation at the very modest inclusive charge of 7s. per day.

Days of issue	Departure and Return times	Return Dates	Return Fare s. d.
Thursday, March 24	Any train	Any day from Sunday, Mar. 27 to Sunday, April 10	33 6
Friday, March 25			
Saturday, March 26			
Sunday, March 27			

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NOTES OF THE MONTH

"ARGUMENTS" FOR ECONOMY

ELSEWHERE in this issue we print certain extracts from the pamphlet issued by the National Union of Ratepayers' Associations, entitled the *Road to Economy in Local Government*. That publication consists of twenty-eight pages, it contains certain arguments, some of which we have reprinted, and a series of quotations from the report of the Committee on National Expenditure, with the decisions of several local authorities which, in the main, set out the reductions they have made in the salaries of their officers. Presumably, this publication has the imprimatur of the National Union of

BRANCH AND DISTRICT NEWS

ABERDARE

Aberdare branch of N.A.L.G.O. held its annual dance for the B. & O. Fund, in the Welfare Hall, Aberdare, on February 17. The dance was again a success, and the M.C.s Messrs. Stuart Cameron, T. Thomas, and D. Evans were efficient in the discharge of their duties.

ALTRINCHAM—KNUTSFORD INSTITUTION

The Master, Mr. F. Eastwood, and staff of the Knutsford Institution, organised a successful annual whist drive and dance at the institution on January 8, and as a result, the B. and O. Fund benefits to the extent of £15. Mr. J. H. Yates, Clerk of the Knutsford U.D.C., in a vote of thanks, paid tribute to the enthusiasm and generosity of the officers.

ASHTON-UNDER-LYNE

Ashton-under-Lyne Town Hall ballroom was tastefully decorated on Friday night for the annual dance of the local N.A.L.G.O. branch.

Col. J. Broadbent, M.P. for the borough, and Mrs. Broadbent were present, together with the following officers of the branch: Col. G. W. Handforth, T.D., B.A., Mr. C. I. Baker, M.Inst.T. (chairman of the dance committee), Mr. W. B. Bradley (branch secretary), Mr. F. H. Crossley (dance secretary), and Mr. A. Howson officiated as M.C.

BARKING

A pronounced success was the general verdict concerning the annual dinner of the Barking Branch of N.A.L.G.O., held at Anderton's Hotel, Fleet Street, London, on January 25, Mr. S. A. Jewers, the Town Clerk, presiding.

Mr. W. B. Reidie, deputising for the Mayor, whose absence on account of the illness of his son was regretted by all, proposed the toast of "The Branch." From what the speaker knew of the objects of N.A.L.G.O., he did not think there was need for such an Association at Barking, where the relations existing as between employer and employees could not be improved upon.

Dr. C. L. Williams, responding, said the last thing that N.A.L.G.O. had to do was to protect the interests of its members. The first thing was to protect the Council. He looked forward to the time when entrance into the municipal service would rank with entrance into their universities and when any junior official in the service would be looked upon as an undergraduate.

BARNES

The Barnes Branch of N.A.L.G.O. held its third dance of the season at the Wigan Hall on February 3.

Mr. B. J. H. Knights, president, was M.C. Profits from the dances go to the N.A.L.G.O. Benevolent and Orphan Fund.

BATLEY

A social evening attended by the majority of the officers of the Batley Corporation was held in the Town Hall, on January 26. Military whist was played, the prizes being presented by the president, Mr. A. Errington. These were won by Miss Lawrence, Messrs. Beaumont, Hartley, and Warden. A table tennis knock-out tournament of four rounds (sixty-three games) concluded in favour of Mr. R. Hornsby. Supper was served during the evening and dancing and community singing were added attractions. A snowball fight added enjoyment to a very happy—if somewhat riotous—evening.

The Batley Branch are publishing their own bi-monthly. The first edition, "The Officers' Mess," under the editorship of Mr. J. E. Littlewood has whetted the appetites of the members in anticipation of the second.

BEXLEY

The Bexley officers, together with many councillors and their ladies, made a big gathering when the branch celebrated its eighth annual

dinner at the Bull Hotel, Dartford, on February 19. Mr. T. G. Barnes, the Clerk, presided, and proposed the toast of the Council, to which the chairman, Councillor A. R. Baker Beall, responded. The toast of the Association was proposed by Mr. P. E. Bex, the Deputy Clerk, and Mr. W. Percy Fox, Organising Secretary of N.A.L.G.O., replied. Further progress was reported in the membership of the branch and there is likelihood of every officer being included in the near future. An actuarial report on superannuation is being obtained. The Surveyor, Mr. G. A. Joy, gave the toast of the visitors, the reply coming from Councillor Weedon. After an excellent varied entertainment dancing followed.

BISHOP AUCKLAND

The Bishop Auckland sub-branch held its first whist drive and dance in the Cockton Hill Church Hall on Shrove Tuesday night, when, in spite of similar functions in the town, members and their friends numbering about a hundred attended. The success of the function augurs well for the future.

BROMLEY

The coming-of-age dinner of the Bromley Branch of N.A.L.G.O. (Bromley Municipal Officers' Association) was held at the White Hart Hotel on February 3. Mr. W. G. Trend, Borough Electrical Engineer, the president for this year, was in the chair, and the company numbered 69. Guests were the Mayor, Alderman B. A. Glanville, J.P., Mr. E. T. Campbell, M.P., the president of Bromley and District Chamber of Commerce, Councillor D. P. Law, and Dr. P. D. Cogswell.

The Mayor advocated membership of the Municipal Officers' Association as a means of getting to the top of the tree. "The President" was proposed by Mr. B. W. Harding, who said he regarded Mr. Trend as a friend no less than as an able electrical engineer. Mr. Trend suitably replied.

A feature of the evening was a presentation to the secretary, Mr. R. F. Keen, of a suitably inscribed silver cigarette case, as a token of esteem and in appreciation of his services. Of the members who were present at the inaugural dinner held at the White Hart in February, 1912, the following are still members of the Bromley Association: Mr. H. W. Goble, Mr. G. P. L. Syms, Mr. S. J. Brown, Mr. H. Alderton, Mr. A. Sykes, Mr. R. Wickham, Mr. H. R. Hunt, and Mr. H. C. Hedworth.

BURTON-ON-TRENT

The annual dinner of the Burton-on-Trent Branch was presided over by Mr. E. Potts, Deputy Borough Surveyor, the president and Mayor, Councillor Miss Goodger, honorary president, graced the company with her presence. A record number of members attended. Dancing, to which the wives and friends of members had been invited, followed. The New Year's Honours included the "King's Police Medal" to Superintendent William Gooch, of the Burton-upon-Trent Fire Brigade. The Burton Brigade is recognised to be one of the most efficient in the country, and this is due to the high standard set by Mr. Gooch. His inventive genius include automatic loud-speaker telephone installation from the exchange-board into the main building; automatic opening of the station main doors and the automatic starting up of the engines from the watch-room. Mr. Gooch is also Highway Superintendent to the Burton Corporation and has recently taken out patent for the manufacture of mastic asphalt.

The investiture was made at Buckingham Palace on Tuesday, February 23.

BUXTON

The annual dinner of the Buxton Branch was held at the Palace Hotel, Buxton, on January 29. Mr. F. G. Shaw presided over a happy function.

CAMBRIDGE

The hospitality of the Cambridge Branch of N.A.L.G.O. was cordially extended to the civic heads of the town on January 29, the occasion being the annual dinner of the organisation. The Mayor and Mayoress, Alderman and Mrs. W. L. Raynes, the Deputy Mayor, Councillor E. Jackson, together with the chief officers, were among the guests.

The health of the branch was proposed by Mr. C. H. Kemp, the Town Clerk, who, although not a member, confessed an interest in the Association and its work, of which he showed a wide knowledge. Responding, the president, Mr. L. R. Hewitt said the Association had built up a reputation upon past achievements and he was glad to find that it enjoyed the confidence of local authorities all over the country. The Cambridge branch was never so flourishing as it was to-day, credit for which was due to the honorary officers.

For members of the Corporation to be entertained by a loyal staff, was, according to the Mayor, a delightful position. They were all one body, working for the benefit of the public, and serving a common master—the ratepayer. Recent negotiations in the matter of salary deductions had been carried through without a semblance of friction or difficulty, an eloquent tribute to the loyalty of the staff.

CARDIFF

Mr. Cecil G. Brown, Town Clerk of Cardiff, presided at the annual dinner, held in the City Hall, Cardiff, on January 22. Following dinner, a most enjoyable dance was held.

CARSHALTON

The annual dinner of the Carshalton Branch was held on January 21, the president, Mr. C. P. Ingram, in the chair. Guests included the chairman of the Carshalton U.D.C. (Mrs. A. Carpenter, J.P.) and Mr. C. W. Carpenter, Mr. H. Slater, D.O.S., the vice-chairman of the council, Mr. F. J. Reeves, and Mrs. Reeves, Mr. Hedley J. Rickards and Mr. and Mrs. H. F. Green.

The president proposed the toast of the National Association and thanked the chairman and vice-chairman of the council for their support, and the council for its encouragement. Mr. Slater responded.

COALVILLE

Coalville Branch held its third annual dance on January 27. Socially the event was pleasant and successful, while financially, benefit will accrue to the B. and O. Fund. Special credit is due to Mr. P. H. Hadfield, the social secretary, and the Dance Committee and to Messrs. L. L. Baldwin, T. I. McCarthy and Dr. Hamilton, the M.C.s.

COSELEY

The first annual whist drive and dance promoted by the Coseley Branch took place at the Central Hall on New Year's Eve and, by general consent, was voted a success, 156 players participating.

Dancing proved attractive to many, and the gaily decorated hall with the letters N.A.L.G.O. picked out in balloons along the whole length of one wall, presented a charming picture. Whose prizes were presented by Mrs. Roper, wife of the president.

Shortly before midnight, the lights were dimmed, and Father Time appeared, clad in traditional garb (Mr. F. E. Toon). To the parting accompaniment of "thunder" from the band, he passed out with 1931, bugles bright lights, and cheers, heralding the new year—a sleigh drawn by a jester and containing a large snowball. The snowball opened, revealing the seven year old Rosemary Price as the New Year. An accomplished little dancer, she delighted the large gathering with a selection of exhibition movements.

The B. and O. Fund will benefit to the extent of 10 guineas as a consequence of the Coseley Branch's first effort.

COULSDON AND PURLEY

The sixth annual dinner of the Coulsdon and Purley Branch was held on February 5 at the Red Lion Hotel, Coulsdon. The president, Mr. F. Edwards, Deputy Clerk, proposed the toast of N.A.L.G.O., and Mr. Percy Fox, organising secretary, replied. Opportunity was taken to congratulate the president on his appointment as Clerk and Solicitor to the Malvern Council and to wish both Mr. and Mrs. Edwards every happiness in the future. Special reference was made to the retirement, in the near future, of Dr. E. M. Fegen, for thirty-seven years Medical Officer of Health and he was accorded musical honours. Dr. Fegen suitably replied.

DAVYHULME PARK HOSPITAL

The Davyhulme Park Hospital Sub-Branch of the Lancashire County Branch held its first social event on January 22. This took the form of a whist drive and dance held in the well-appointed surroundings of the hospital. About eighty members of the staff and guests were present. An enjoyable evening was spent and there is every prospect that this is the forerunner of many successful events.

DONCASTER

The branch annual supper dance was held in the Mansion House, Doncaster, on February 4, when about 160 members and friends attended. The guests included the Mayor and Mayoress of Doncaster, supported by several members of the Corporation and representatives of the various District Councils whose officers are members of the branch.

Following the loyal toast, the president, Mr. J. L. Thomas, proposed the health of the "Mayor and Corporation." Councillor Thomson, responding, referred to the local government service as the solid core of Municipal life. The Branch Treasurer, Mr. E. H. Maynard, was the officer responsible for the efficient arrangements.

DUDLEY

The annual general meeting of the Dudley Branch held at the Town Hall recently, re-appointed Mr. Geo. C. V. Cant, Town Clerk, as president. Mr. R. A. James was elected hon. secretary for the ensuing year. Appreciation was shown to Mr. H. H. Martin, past hon. secretary for the able manner he carried out his duties. The annual ball in the New Town Hall, proved a gratifying success, approximately 700 dancers were present and a very happy evening ensued. The proceeds were in aid of the B. and O. and other Funds.

DURHAM

A new branch of the Association, comprising officers of the Durham R.D.C., has been formed with a commencing membership of twenty. The honorary secretary is Mr. S. L. Spirit. Mr. Spirit, attending the meeting of the North-Eastern District Committee on February 13, was accorded a hearty welcome.

EAST MIDLAND

The annual meeting of the East Midland District Committee was held in the Council House, Nottingham, on January 30. Mr. J. W. Sharpe, Chairman of the Committee, presided over a large and representative attendance.

The following officers were elected for the ensuing year: Mr. W. R. Kew, Town Clerk of Northampton, president; Mr. J. J. Clist, Leicester, Mr. Eric W. Scorer, Clerk of the Lindsey County Council, and Mr. J. W. Sharpe, Northampton, vice-presidents; Mr. W. Owen Coates, Buxton, chairman; Mr. A. B. Day, Nottingham, vice-chairman; Mr. S. F. Weston, Nottingham, was re-elected hon. treasurer; Mr. John Pepper, Nottingham, hon. secretary; and Mr. H. A. Wallace, Derby, hon. auditor.

According to the annual report, three meetings of the Committee and two meetings of the Emergency Committee had been held. Membership had increased during the past five years from 2,306 to 3,687. A membership of over 800 was largely attributed to the amalgamation with the P.L.O.A.; while generally the amalgamation had been successful,

BRANCH & DISTRICT NEWS

there were still many Public Assistance Officers (some old members of the N.P.L.O.A.) who had not joined N.A.L.G.O. It was hoped that branches would continue their efforts to establish friendly relations with Public Assistance colleagues.

Regarding service conditions, the Report stated that in consequence of Circular 1222, thirty-five authorities had made temporary deductions in salaries, while forty had decided against deductions. It was further reported that twenty-one authorities had adopted the 1922 Superannuation Act during 1931. Schemes were now in operation in the offices of four county councils, five county boroughs, four boroughs, nineteen urban district councils,

ing Committee are to be congratulated upon the excellent arrangements. The entire proceeds of this function will have been handed over to the B. & O. Fund.

GLASGOW

The social element in Glasgow Branch was well to the fore when on February 12 members and friends, to the number of about 300, filled the large hall of the Ca'doro Restaurant. Mr. E. W. B. Abbott and Mr. Hugh Begg, member of the N.E.C., also Bailie Arch. Swan, Mrs. Swan and Mrs. MacGregor were among the guests. Talented professional artists, among whom were Mr. Bransby Williams, character delineator and mimic; Miss Maud Neilson,



LISBON

See reference to Annual Sea Cruise, page 386)

seventeen rural district councils, and eight other authorities.

The East Midland B. & O. Shield awarded annually to the branch contributing the highest amount per head of membership in the district, was presented by the Lord Mayor of Nottingham, Alderman W. Green, to the Chesterfield Branch, with an average of 13s. 7d. per member.

Delegates were entertained to tea by the Lord Mayor.

EPPING FOREST

A company of forty-eight, under the presidency of Mr. E. A. Miller, chairman of the branch, sat down to the annual dinner of the Epping Forest Branch, held on January 30. The evening's enjoyment was completed by an excellent musical programme.

EXETER

The annual whist drive and dance of the Exeter Branch was held at Deller's Cafe on January 15. More than 300 officials, members of the Council, and friends attended. The prizes were presented by the president, Mr. C. J. Newman, Town Clerk, and Mrs. Newman. The function reflects credit on the Social Committee responsible for the arrangements. The B. and O. Fund will benefit to the extent of about £20.

GLAMORGAN

The first annual dance of the Pontypridd and Rhondda Public Assistance sections of the Glamorgan County Officers Association was held at the New Inn Hotel, Pontypridd, on February 4, the event proving a tremendous success. The duties of M.C. were shared by Messrs. A. H. Woods, D. J. Howells, and Charles Williams. Mr. E. Parry Thomas, ably assisted by Mr. Harry Thomas, successfully conducted the whist drive. The Organis-

soprano; and Mr. Robert Naylor, the British tenor, made delightful contributions to the programme. Songs, quartettes, readings, instrumental selections and humorous interludes were stamped with the artistry of the true professional. The thanks and congratulations of the Branch are due to Mr. Edward Freer of the Halls Department.

GLOUCESTER

The annual dinner of the Gloucester City Branch was held in the Council Chamber of the Guildhall on February 16. The president, Mr. A. Morgan, was supported by the Mayor, Deputy Mayor, City High Sheriff, and other members of the council and chief officials. The president, in proposing the health of the Mayor and Corporation, referred to the good relationship which existed between council and staff. Replying on behalf of the Mayor, the Deputy Mayor expressed appreciation of the courtesy and efficiency of the staff as later did the Mayor.

An excellent musical programme was enjoyed, items being rendered by the following members of the branch: Messrs. G. S. McIntire, S. Billington, R. Walsh and R. Morgan, whilst the singing of the Municipal Octet (comprised of members of the staff)—Messrs. S. Billington, E. H. Parsons, and A. J. Walker—contributed to an excellent musical programme.

GRAVESEND

The first annual dance of the Gravesend Branch of N.A.L.G.O. was a distinct success; the branch has been inundated with requests for a similar function to be held before the close of the winter social season. The attendance of 350 people included parties of N.A.L.G.O. members from the Dartford, Maidstone, and Swanscombe branches. An excellent cabaret show was given by members of a cast appearing at the local theatre.

BRANCH & DISTRICT NEWS

GUILDFORD

The fifth annual dinner of the Guildford Branch of N.A.L.G.O., held on January 30, at the Lion Hotel, under the presidency of Mr. Heber Davies, Deputy Town Clerk, was a happy affair. The cause of endless amusement in the programme which followed was a presentation to the President by "Gandhi" (Mr. Frank Legg, the popular handyman of the Borough Surveyor's Department). Dressed in a loin cloth and shorts and shivering in the custody of a formidable warder in the person of Mr. T. J. Lewis, "Gandhi," accompanied by his goat, made his obeisance to Mrs. Davies, the wife of the president, handing her a bouquet. Having related how he had arrived at the dinner that night, he then made his presentation to the President and was hustled away to custody again.

Nixey's Nockout Niggers, comprising Mr. A. J. Collins (Rent Collector), as Interlocutor; Mr. F. J. Chittenden (Borough Surveyor's Department, Chief Clerk), Tambo; Mr. J. W. Dancock (Road Foreman), Bones; Mr. R. D. Alexander (Caretaker, Municipal Offices), Alex; Mr. K. H. Thorpe (Engineering Assistant), Ticker; Mr. F. R. Dennis (Engineering Assistant), Rastus; and Mr. E. A. Lane (Borough Accountant), as Ernest, gave a programme of topical numbers concerning officials.

Others who ably assisted in the entertainment were Mr. J. Young, late of the Borough Surveyor's Department and now at Hampstead, Mrs. R. D. Alexander, Mrs. J. Holland, Mr. J. Holland (Building Inspector), and Mr. A. Handy (Castle Grounds Superintendent).

HALIFAX

A party from the Halifax Branch visited the Sharlston New Colliery on February 9. The members were conducted round the pithead and the working of the various mechanical devices was explained. After partaking of refreshments provided by the colliery company, the party afterwards descended the mine. A journey was made through the workings and the various operations explained by the under manager and deputies. Mr. H. A. Sneezum, the branch president, thanked the Company, Major Brock (commercial manager) replying on its behalf. The unique excursion was much appreciated.

HASLINGDEN

The sixth annual dinner of the Haslingden Branch, held at the Masonic Hall on February 4, was an enjoyable function. The president, Mr. T. Watson, was supported by the Mayor, Councillor A. S. Watson, the Deputy-Mayor, Alderman J. Lord, and Mr. T. M. Kershaw, of Manchester, who has recently been appointed a divisional organising secretary to the Association.

Mr. F. A. Green, Borough Treasurer, proposing the toast of the Association, referred to the activities of N.A.L.G.O., particularly to the B. and O. Fund and the need for educational qualifications in the service.

The Mayor, replying to the toast of the Mayor and members of the Town Council, referred by the Town Clerk, Mr. T. Oldroyd, to the good feeling and confidence existing between the Council and the officials.

HASTINGS

A series of social evenings, the first of which was held on February 4, at Lewcock's Restaurant, Hastings, was happily inaugurated. About eighty members and friends participated in whist, dancing, and games. The informal nature of the proceedings added to the enjoyment. Thanks were expressed to Messrs. Brentnall, Silverlock, and Swann, whose arrangements ensured a successful function.

HUDDERSFIELD

The Huddersfield Branch held its annual dinner at Collinson's Cafe, Huddersfield, on February 15, about 160 members attending. Sir Arthur Johnson, Immediate Past President responded to the toast of "N.A.L.G.O." proposed by Councillor T. Smailes. Mr. H. T. Barratt, Secretary for Education, proposed the toast of the "Huddersfield Corporation," the Mayor, Alderman T. Shires, J.P., and Councillor Barlow responding.

HULL

Hull and District Branch held its annual dance, in aid of the B. and O. Fund, at the Guildhall, Hull, on January 29. The dance, generally identified as one of the jolliest Guildhall functions, was in every way a success, as it has been each year since its inception.

The reception room, in which dancing took place, was decorated with choice groups of hot-house plants and flowering shrubs supplied from the parks, and at either side of the entrance were arranged large floral groups illuminated by concealed green shaded lights—a new lighting effect, with very pleasing results. Supper was served in the fine banquet hall, Mr. Morris, Deputy City Engineer, presiding in the absence of the chairman of the branch; supported by the Lord Mayor and Lady Mayoress, and the Sheriff. Proceeds were for the B. and O. Fund.

KETTERING

On February 13, members of the Kettering Branch met the Peterborough and District Branch at football at Kettering. The match was played on the Co-operative Society's ground, Pytchley Road, the home team winning by seven goals to four. T. W. Longton, Treasurer's Department, scored all the goals for Kettering. After the match tea was provided by the lady members of the Association at the Rockingham Road School. The return match is to be played at Peterborough on March 5.

KINGSTON

The Kingston, Surbiton and District Branch held its annual social dance at the Claremont Hall, Surbiton, on January 20. At a suitable interval, the president, Mr. A. H. MacKrell, thanked those members who undertook the organisation work.

KIVETON PARK

At a meeting of the Kiveton Park Branch, held on February 11, Mr. J. P. Murray, hon. secretary and treasurer since the formation of the branch, tendered his resignation on his leaving to take up the appointment of Deputy Clerk to the Chesterfield R.D.C. The chairman, Mr. E. W. Frith, in accepting the resignation, said he did so with regret and expressed the good wishes of all members to Mr. Murray for his future happiness and success.

LEEDS

Negotiations with the Leeds Corporation on the grading of the Public Assistance Staffs have been carried out by the Leeds Branch. The Assistant Relieving Officers were placed in a certain grade, but a special maximum below the normal maximum of the grade was created by the Corporation. The Assistants took exception and the grievance was taken by the Branch to the Joint Negotiating Committee, which consists of representatives of the Council and of the National Association, with the result that the Corporation agreed to

remove the barrier and allow the Assistant Relieving Officers to proceed by the normal increments of the Grade up to the appropriate maximum.

This successful issue was solely achieved by the Leeds Branch of N.A.L.G.O., through its members on the Negotiating Committee, on which Committee no organisation other than N.A.L.G.O. has a representative.

LEICESTER

An interesting event to N.A.L.G.O. members took place at a specially convened meeting of the Leicester City Gas Meter Inspectors on December 24, 1931, when Mr. W. Chapman received a suitably inscribed gold watch as a token of appreciation of the services he is rendering in the interests of his department to the Leicester City Branch. Mr. W. Chapman for many years past represented his department upon the Executive Committee; also has been a delegate to the East Midland District Committees and Annual Conference.

LEIGH

A satisfactory settlement has been reached at Leigh by the Leigh R.D.C. having adopted the scheme of temporary reductions recommended by the Provincial Whitley Council for Lancashire and Cheshire.

This Council is on the eve of being absorbed by neighbouring authorities and the Council proposed drastic permanent reductions in the remuneration of the officers. Active intervention by the Association through the Whitley Council and the Minister has resulted very happily for the officials concerned.

LINCOLN

Sir Arthur Johnson was the principal guest at the tenth annual dinner of the Lincoln City Branch. Mr. T. Palmer, president, was in the chair, supported by the Mayor of Lincoln, Councillor W. F. Elderkin, members of the City Council, the sitting member, Mr. W. S. Liddall, M.P., Mr. Eric W. Scorer, Clerk of the County Council, Mr. L. O. Need, Town Clerk of Lincoln, and a large company.

Proposing the toast of "N.A.L.G.O.," Councillor C. T. PARKER, Chairman of the Finance Committee, acknowledged the importance of the organisations. Its progress showed that it had been appreciated.

LINDSEY

Mr. Eric W. Scorer, Clerk of the Lindsey C.C., presided over the annual dinner of the Lindsey County Officers' Branch at the Saracen's Head Hotel, on January 21. Mr. S. Lord, President of the National Association, Mr. W. S. Liddall, M.P., for the City Alderman Mrs. A. Croft Baker, Alderman L. H. Goundry, were entertained. Mr. LIDDALL expressed his high opinion of the local government service, and intimated his willingness to assist the association in Parliamentary matters. Responding, Mr. LORD said local government in this country stood on a very high pinnacle, and it was up to every officer to live up to the standard. Commenting on the fact that the County Council had not adopted a Superannuation Scheme, Mr. LORD said that in his opinion a great mistake had been made. Before many years passed he hoped a compulsory measure would rectify the error.

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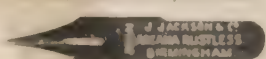
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LLANTRISANT

Arising from re-organisation proposals, a decision to which strong objection is taken by the local officials and by the Association, has been made by the Llantrisant Council. A protest has been entered, and the D.O.S. has been received. Although the decision was not withdrawn, certain assurances have been given.

MONMOUTH

The Report of the Executive Committee of Monmouth County Branch shows increased membership. A revised organisation to cope with the increased membership, which is scattered over a wide area, is functioning fairly satisfactorily in its first year. Interest in N.A.L.G.O. is well maintained.

NEWCASTLE

The annual dinner and dance of the Newcastle Branch was held on January 21. This was the last function of the branch prior to the changes consequent upon the Newcastle Extension Order. Sir Joseph Lamb, M.P., and Lady Lamb were the chief guests, together with Mr. L. Hill, General Secretary of the Association. In proposing "The Authorities We Serve," Mr. R. P. Astley, president, spoke of the coming changes under the Newcastle Extension Order. In making the Order a success, members of N.A.L.G.O. would play a great part. While the task of the public representatives would be onerous, they would find in their officers a body of loyal servants and co-operators.

The Executive Committee of the Newcastle Branch entertained Mr. Hill, the General Secretary, to dinner on February 6. Mr. R. G. Roberts, City Architect, presided, supported by Mr. J. W. Porter, Town Clerk, Gateshead. Members present from neighbouring branches included Mr. W. Johnson, Wallsend, Mr. R. R. Carr, Whitley Bay, Mr. R. Storer, Gateshead, Mr. R. E. Heron, Sunderland, and Mr. J. B. Swinden, D.O.S.

NORTHAMPTON

The Northampton Branch dinner was held in the Town Hall on February 11. Mr. Reginald Brown, the Borough Librarian, and President of the branch, was in the chair and proposed the toast of the "Local Authorities." Replies followed by the Mayor (Alderman C. J. Scott) and Lord Henley, chairman of the County Public Health Committee, both of whom paid a warm tribute to local government officers. Appreciation of the Association and its members was voiced by Alderman S. S. Campion (who has a record of forty years of public service) in proposing the toast of "N.A.L.G.O.," to which Mr. W. Percy Fox, Organising Secretary of the Association, replied. The excellent dinner and entertainment were thoroughly enjoyed by a large and representative gathering.

NORTH EASTERN DISTRICT

A meeting of the North Eastern District Committee was held at Stockton on February 13, and was attended by about sixty representatives. The Mayor, Alderman Scaife, in extending a welcome to the delegates, referred reminiscently to the history of Stockton. He expressed surprise at the enormous growth and influence of N.A.L.G.O., and wished it success.

With his resignation from the service pending, Mr. J. H. Stone, Chairman of the Committee and representative on the National Executive Council for many years, tendered his resignation. Mr. R. E. Heron, honorary secretary of the Sunderland Branch and Vice Chairman of the District Committee, was unanimously appointed to succeed Mr. Stone. Mr. F. Bingham was elected deputy chairman.

Mr. Stone and the D.O.S. reported activities, while Sir Tom Percival mentioned the invaluable work which is being done for transferred officers by the N.E.C., and the members learned with satisfaction of the action proposed to be taken on the South Shields Corporation question. Stockton Branch entertained the delegates to tea.

BRANCH & DISTRICT NEWS

NORWICH

Members of the Norwich Branch met on February 8 to honour their ex-hon. branch secretary, Mr. E. H. Scarlett, recently retired from office. A mahogany bookcase, subscribed for by the members, was presented to Mr. Scarlett by the president, Mr. J. E. Philippo, who referred to the excellent services rendered by the recipient. Mr. Scarlett, in reply, recalled several outstanding incidents in the affairs of the branch and acknowledged the constant support he had received from the Executive Committee and successive presidents.

OXFORD

The City of Oxford Branch held a successful inaugural Christmas and New Year's party at the Town Hall, Oxford, on January 9. Members' children were entertained and the distribution of presents from the Christmas tree by Santa Claus, Dr. G. C. Williams, M.O.H., occasioned much joy. Later in the evening a concert was given to an audience of nearly 400, in which all the departments were represented. An informal dance followed until 11.30 p.m.

Among those present were the Mayor and Mayoress of Oxford, the Deputy Mayor and Mrs. Stobie, Alderman Rev. J. Carter, Councillor J. R. Benson and the Divisional Organising Secretary.

PENRITH

The annual social of the staff of the Penrith U.D.C. was held on Friday, January 22, and was as usual a great success. It was pleasing to see a number of councillors and their wives in attendance, and all participated keenly in the dancing and whist. Mr. G. Wainwright, president of the Cumberland Branch of N.A.L.G.O., welcomed the guests. Prizes for whist were distributed by Miss Stephenson, the daughter of the chairman of the council. As a result of the effort £10 will be forwarded to the B. and O. Fund as a contribution from the branch.

PRUDHOE HALL

At the annual meeting of the Prudhoe Hall Colony Branch of N.A.L.G.O., Miss Hawkes, M.B.E., Matron, was present. At her request the chair was occupied by Mr. V. Grainger, Honorary Secretary of the North Eastern District Committee. Every member of the

Colony is identified with the Association, and the finances of the branch are in a healthy condition. The D.O.S. spoke on the work and was cordially thanked for his address. Mr. F. Ward was appointed Honorary Secretary in place of Miss F. M. Dickinson.

REIGATE

That the Reigate officials recognise that the social side of the Association's activities is important to its success was manifest in their annual reunion at the White Hart Hotel on Saturday, January 30.

The function took the form of a dinner, concert, and dance, at which eighty members and friends were present. The chair was occupied by the president, Mr. J. P. Humphrey, M.B.E., the Mayor, Lt.-Col. F. J. Spranger, and the Mayoress, being the principal guests.

Mr. Humphrey, proposing the toast of "The Mayor and Corporation," said it was to secure efficiency qualifications for all departments that the Association, by its intensive educational programme, was working; an idea which would raise the local government service of the country to the highest state of efficiency. He urged the need for greater co-operation between the Council and its officials.

In response the Mayor said that he thought the best way to obtain efficiency was by treating the officials as human beings. Referring to the thorny problem of salaries, the speaker realised that the matter was not yet closed and promised the officials a fair and impartial hearing should the subject be re-opened. He referred to the impending departure of the Town Clerk as an occasion for regret.

An enjoyable musical programme was provided by Miss Joan Bath, Mr. G. F. Greenwood, Mr. Harry Jackson, and Miss D. Eales, with Mr. C. W. Johnson as accompanist.

SALOP

The annual whist drive and dance of the Salop branch, held on February 3, in Morris's Cafe, Pride Hill, Shrewsbury, was attended by 256 people. The prizes were presented by Mrs. Crawley, whose kindness was acknowledged by Mr. W. H. Pendlebury, the President.

SCARBOROUGH

The Scarborough Branch held its second annual dinner and dance at the Royal Hotel on February 5, when there were 101 members and guests present. The president, Mr. Sydney Jones, Town Clerk, presided, and the guests included the Mayor, Alderman J. W. Butler, J.P., Sir Arthur P. Johnson, and Sir Paul Latham, Member for the Division.

Sir Arthur Johnson, responding to the toast of N.A.L.G.O., referred to the lamentable loss N.A.L.G.O. had suffered by the death of the late Mr. William Graham. Sir Arthur made an earnest appeal for the B. and O. Fund.

Dinner was followed by dancing.

SOUTH SHIELDS

On the occasion of the South Shields Branch annual dinner, held at the Royal Hotel, South Shields, on February 5, the Medical Officer of Health, Dr. W. Campbell Lyons, presided. The president was supported by the Mayoress (Mrs. Chapman), Aldermen Sykes, Henderson, Taylor, and Dunlop.

Mr. L. Hill, the General Secretary, who was present, responded to the toast of "N.A.L.G.O.," stressing the importance of public administration, and its value to the community in general.

STOKE-ON-TRENT

A successful fancy dress dance, in aid of the Association's Benevolent and Orphan Fund, was organised by the Stoke-on-Trent Officers Recreation Club of the Turnhurst Road Institution, Chell, on January 14. The large attendance included the Deputy Lord Mayor and Mayoress. The Association is indebted to the master and matron, Mr. and Mrs. J. H. Budden, for arranging a most enjoyable function.

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BRANCH & DISTRICT NEWS

EAST SUSSEX

The annual supper of the East Sussex Branch was held at the County Hall, Lewes, on February 3. Mr. McIlveen, Clerk of the County Council and President of the branch, presided over a large attendance. Guests included the Chairman, Vice-Chairman and other members of the County Council and representatives of other branches in the district.

Mr. ELLIS, Chairman of the County Council, in proposing the toast of "N.A.L.G.O.", expressed his appreciation of the offer of the staff to accept temporary deductions in their salaries. The toast, which was cordially received, was responded to by Mr. Field, Branch Secretary. Mr. Lunn (County Surveyor and one of the Vice-Presidents of the Branch) proposed "the Visitors," and Col. Sutherland-Harris (a past Chairman of the County Council) replied. Mr. Jesse (Director of Agriculture and a Past President of the Branch) submitted "The President."

TADCASTER

Alleging slanderous statements made against a member of the Tadcaster Branch, the National Executive Council has given instructions for the necessary legal action to be taken on behalf of the member. Failing a satisfactory settlement being arrived at, a writ for libel will be issued.

TYLDESLEY

The annual dinner of the Tyldesley Branch was held at the George & Dragon Hotel on January 19. Dr. T. E. Flitcroft, M.O.H., residing over a large attendance. Councillor J. Roach, J.P., Chairman of the Council, and Mr. T. M. Kershaw, Chairman, Social Committee, Manchester Branch, were present as guests.

The former, proposing a toast of N.A.L.G.O., expressed appreciation of the good work done by the Association and made special comment of the confidence which exists between council and officials. Mr. T. M. Kershaw, replying to the toast, outlined the various activities of the Association. The evening was concluded with musical items.

TYNE PORT

On behalf of the Sanitary Inspectors, the D.O.S. interviewed the Tyne Port Sanitary Authority on matters affecting general conditions of service. The D.O.S. was well received, and the Authority agreed to call a special meeting to consider the representations which have been made.

WAKEFIELD

The annual whist drive and dance of the Wakefield Branch was held at the Town Hall, Wakefield, on January 29. The Mayor and Mayoress, Alderman and Mrs. Butterworth, were present, together with members of the Council. The Town Clerk, Mr. T. M. Grimshaw, presided at supper.

WALTON-le-DALE

The Walton-le-Dale Council is anxious to reduce the salary of the Sanitary Inspector by 20 per cent. as part of its scheme of economy. The Council has sought the assistance of the Ministry, both by deputation and letter, in an attempt to determine the appointment. The whole of the facts have been laid before the Minister by the Association, and the Ministry now informs the authority that the termination of the appointment of the Sanitary Inspector in order that the Council may enforce such a heavy proportionate reduction of salary as that proposed is not justified.

WATH, BOLTON AND THURNSCOE

The third annual dinner of the Wath, Bolton and Thurnscoe Branch, held on January 21st, was attended by over 70 members and friends. Mr. W. H. Adams presided, supported by Councillor Swift, Councillor Mrs. Keeton, Councillor Mrs. Smith (Bolton-on-Deane); Councillor Parker, Councillor Turner, Councillor Mrs. Spencer, Councillor Mrs. Heal (Thurnscoe). The branch is in a flourishing condition, having practically 100 per cent. membership.

WELLINGBOROUGH

The Wellingborough Branch held a supper-dance at the Masonic Hall on January 13, when a presentation was made to Mr. F. W. Hefford, the Hon. Secretary, who was leaving to take up an appointment under the Rugby U.D.C. The Chairman of the Council, Mr. R. E. Yorke, made the presentation, wishing the recipient every success.

WEMBLEY

Wembley Branch of N.A.L.G.O. in collaboration with the Sports Club, held a successful fancy dress ball at the Capitol Ballroom, Wembley, on January 15, about 200 people being present. The occasion was made conspicuous by the presence of Mr. S. Lord, the President of the Association, who was welcomed by Mr. E. R. Royle, O.B.E., the President of the Branch.

WEST BROMWICH

Mr. W. E. Veasey, Borough Treasurer, the president, was in the chair at the annual dinner of the West Bromwich Branch, held in the Town Hall on January 28. The Mayor, Councillor W. T. Poultny, J.P., Alderman C. S. Bache, J.P., Chairman of the Finance Committee, and other members of the Council, and Mr. L. Hill, General Secretary of N.A.L.G.O., Mr. H. T. Fawkes, vice-president, Mr. A. D. Greateux, Borough Surveyor and Chairman of the Executive Committee, were among the guests. Dancing followed an excellent dinner.

WEST CORNWALL

The quarterly meeting of the West Cornwall Branch was held at Falmouth on January 30, but sickness and other causes prevented a true representation of the area. The meeting was most successful and the Falmouth membership should be a considerable help to the

local branch. The recent measures to amend general superannuation were discussed and the Secretary reported the satisfactory, and, in fact, very helpful, attitude shown by the local members of Parliament regarding the interests of officers.

Interest was shown in the activities of the South Western District Committee, and its financial aid for propaganda purposes was appreciated. Such items as salary scales and N.A.L.G.O. examinations and scholarships will be raised at the next meeting of the South Western District Committee, which, according to the rota, the next quarterly meeting will be at Helston, on Saturday, April 2.

WILTS

Prompted by a desire to provide greater facilities for social intercourse amongst its members throughout the county and, at the same time, to augment the B. & O. Fund, the Wilts County Branch held a very successful dance and whist drive at the Town Hall, Devizes, on February 5, parties coming from different parts of the County. The Mayor of Devizes was present and presented the prizes.

Mr. L. Hussay, the president, conveyed to the Mayor the thanks of the branch mentioning his interest in the branch's welfare.

WOLVERHAMPTON

The annual general meeting of the Wolverhampton Branch was held on January 18. Mr. E. E. King, Deputy Town Clerk and Chairman of the Executive Committee, presided. Reference was made to Mr. King's appointment as Clerk of the Colwyn Bay U.D.C., and a resolution recording appreciation of the valuable work on behalf of N.A.L.G.O., was approved.

The Executive Committee's report indicated increased membership and all-round activity. Mr. Wallace Wood was appointed President for the ensuing year. The work of the Association was commented upon by Mr. G. A. Stone, Worcestershire, Chairman of the West Midland District Committee, and by Mr. J. E. N. Davis, D.O.S.

WORCESTER

Worcester municipal officers held their annual whist drive and dance recently, about 190 attending. The Mayor attended and presented the prizes. At the conclusion of the drive the president, Mr. H. Hacking, proposed a vote of thanks to the Mayor.

Dancing followed, for which the City Dancing Academy Band provided the music. Efficient M.C.s were found in Mr. W. H. White, whist, and Mr. V. J. Bevan, dancing.

WORKINGTON

The annual report of the Workington Branch records an increase in membership, which now approaches the 100 per cent. mark. The Town Clerk, Mr. T. Jackson, was re-elected president and Mr. F. Liversidge, hon. treasurer. Mr. J. G. Pope, of the Gas Department, succeeds Mr. Arthur Whitehouse in the position of hon. secretary.

Separate correspondents have been appointed for each section of the branch's activities.

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SCOTTISH NOTES

By the D.O.S.

THIS month we should like to have made a full statement regarding a case of victimisation of an official in one of the Border towns, but before these Notes are published an action may be raised and that fearful legal phrase *sub judice* applied to it. The D.O.S. after careful inquiry is convinced that there is no substance in the allegations made against the official, and the fact that the Council shirk an inquiry is in itself sufficient condemnation of its action. Strange to say, within the last fortnight two further cases have been brought to our notice, but fortunately in these, there is a certain protection for the official in the Act of 1929.

SECURITY OF TENURE

Meetings of Committees of the Scottish Council were held in Glasgow on February 13, and were well attended. Mr. E. W. B. Abbott, Chairman of the Education Committee at Headquarters, was also present at the meetings. An important question was raised by Mr. John Campbell of Kilbarchan affecting Public Assistance Officers in County Districts. Mr. Campbell stated that there was a crying need for protection—in these days sometimes physical protection—but at all times protection regarding tenure of office. Relieving Officers in England had security of tenure and he urged that the same security should be secured for Scottish officials. Mr. Anderson of Aberdeen seconded a motion authorising representations to the Secretary of State for Scotland and the Department of Health.

A question of interest, especially to younger members, is our affiliation to the Scottish Youth Hostels Association, which is to receive the sympathetic consideration of the Scottish Council.

THE SUMMER SCHOOL

The Secretary submitted a precis statement of the arrangements made for the Scottish Summer School, to be held at St. Andrews for the week beginning July 16 next, and also a report regarding the establishment of a Diploma in Public Administration by the Glasgow School of Social Study. On both these subjects Mr. Abbott expressed his views and Mr. Cunison, Director of the School of Social Study, who was present at the meeting, also spoke. It was agreed to go forward with these schemes and to leave further details with the Chairman, Mr. Abbott and the Secretary.

GLASGOW

At the time of writing, the Corporation is still undecided on the question of salary cuts. The Association sent a circular to each councillor setting forth our views and we believe this has had a salutary effect. However, we must wait and see. In this case the longer we wait the better we'll be pleased.

EDUCATION POLICY

A special meeting to hear Mr. Abbott speak on educational policy was held in The Rhul, Sauchiehall Street, Glasgow, on February 15, when about 200 were present. The Chairman, Mr. A. G. M. Archibald, welcomed a few members of neighbouring branches to which invitations had been sent. Mr. Abbott outlined the history of the Association's activities in connection with education, and explained how in 1919 he made proposals of a far-reaching character. He was satisfied with the progress made. The general aim of N.A.L.G.O.'s policy was to raise the status of the local government officer to that of the civil servant, members to be regarded, not simply as clerks, but as professional men. Many like himself were quite definitely professional, having been admitted to legal, medical or other recognised professional bodies. What of the mass of clerical staff for whom no definite qualification was available? The Association was now

arranging with the Universities to institute a Diploma in Public Administration, and he hoped that younger members would take full advantage of the facilities afforded. In the course of a month or so the Syllabus for the Glasgow studies would be issued.

LANARKSHIRE

At a meeting of the Lanarkshire Branch Executive held on February 11, the D.O.S. reported on his interview with the Salaries and Wages Committee of the County Council, when the question of the need for a new grading scheme in order to do away with numerous anomalies, was raised, and suggestions made for a revision of the salary cuts so as to make them bear less harshly on the lower paid members of the staff. Mr. Mortimer's statement of the case was approved of, and he was thanked for his services. It was reported that the Prize Draw on behalf of the B. & O. Fund had resulted in a balance of £30 being sent to the fund.

PAISLEY

The Paisley Branch held a successful whist drive and dance on behalf of the B. & O. Fund on January 12. Mrs. Robert Gardner, wife of the Vice-president, presented the prizes, and thereafter the D.O.S. made a brief statement with regard to the position of the B. & O. Fund, thanking the committee for its help. The sum of £8 has been sent to the Fund.

OFFICIAL VACANCIES

Advertised in the Municipal Journal during February, and still open for applications at the time LOCAL GOVERNMENT SERVICE went to press. The last date for the receipt of applications is stated.

WEST SUSSEX (C.C.).—Assistant Solicitor, March 12. Apply J. Edward Seager, Clerk of the County Council, County Hall, Chichester.

SUNDERLAND (C.B.).—Town Clerk and Clerk of the Peace, March 7. Apply H. Craven, Town Clerk, Town Hall, Sunderland.

PLYMOUTH (C.B.).—Valuation Officer and Clerk to Rating Authority, March 14. Apply R. J. Fittall, Town Clerk, Municipal Buildings, Plymouth.

FULHAM (M.B.).—Woman Sanitary Inspector, March 5. Apply Wilfred Townend, Town Clerk, Town Hall, Fulham.

LAMBETH (M.B.).—Sanitary Inspector, March 5. Apply Bruce Penny, Town Clerk, Town Hall, Brixton Hill, S.W.2.

NEWPORT (C.B.).—Medical Officer of Health, March 4. Apply Treharne Morgan, Town Clerk, Town Hall, Newport.

CORRESPONDENCE CHESS COMPETITION

The first round of the Pullinger Cup Competition, which it is hoped to conclude prior to the Conference in order that the cup may be presented to the winning team at Weston-super-Mare, commenced on September 7, 1931. Six entries were received and the present position of the competition is as follows:—

First Round:

- Ipswich v. Bradford. Bradford won 2—1.
- W. Riding v. Bootle. Not received.
- Richmond v. Leicester. Richmond won 2—1.

Second Round:

Bradford v. Richmond.
Winner of (b) has a bye.

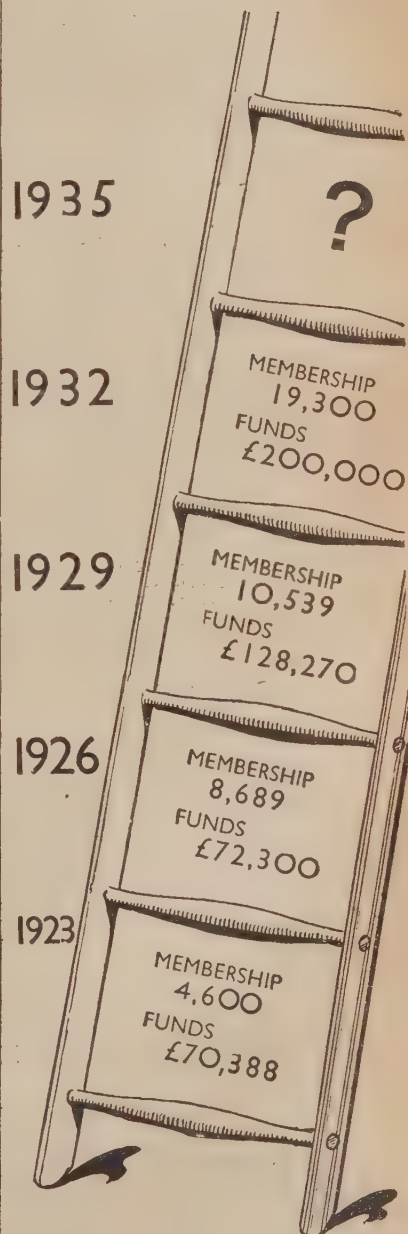
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Winner of (b) v. Bradford or Richmond.

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BLACKPOOL.—N. S. Mrs. Lowndes, "Whinfield," 13 Knowle Avenue (corner of Uncle Tom's), 4 min. from sea. Good beds, highly recommended.

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BOURNEMOUTH WEST.—Board-residence. Select neighbourhood. Near sea, tennis, bowling, adjacent Chines. Gas fires bedrooms. Greenway, "Carlton Grange," Alumhurst Road.

BRIDLINGTON.—Shirley Private Hotel, 12 Marine Drive. Unrivalled position sea-front. Hot and cold water and electric light throughout. Eggs and poultry from our own farm. Yorkshire cooking and catering at its best. Highly recommended. Write for tariff to Mrs. L. G. Morton, Hostess. Garage. Phone 3326.

BRIDLINGTON.—Comfortable Apartments, board optional. Two minutes sea, amusements, golf, excellent cooking, terms reasonable—"Nalگو Member," "Cloverdale," 72 Trinity Road.

BRIGHTON.—Goodwin's, Clarence Square (Min. West Pier). Excellent Catering, mid-day dinner, supper 8 to 11 p.m. Billiards. From 50s.—Tel.: 5041 Brighton.

BRIGHTON.—"Brighton House Hotel," Regency Square, facing West Pier. Central, comfortable, recommended. Garage. Terms, 2½ guineas. Special winter terms. Phone 2351.

BRIGHTON.—"Kimberley," Atingworth Street, Marine Parade. Board-Residence. Minute sea front. Sun terraces. Orchestra. Well recommended. From 42/- weekly, 7/6 daily. Phone: 4126. Mrs. J. Caldwell.

CLIFTON.—N. S. Mrs. Howard, 86 Lord Street, adj. prom., 1 min. Talbot Road station. Board optional. Terms reasonable. Highly recommended.

CLACTON.—Southwood, Carnarvon Road. One minute sea; central for town. Liberal table; moderate terms. Full or partial board.—Mrs. N. Horseman.

CLIFTONVILLE.—Board residence. Highly recommended. One minute sea and all amusements. Excellent cuisine. Terms moderate. Collingwood House, 4 Norfolk Road, Cliftonville, Margate.

COLWYN BAY.—Mrs. Partington, "Eldon," 4 Rhw Bank Avenue. Public and private apartments, board optional, bed, breakfast. Central. Terms moderate.

FOLKESTONE.—"Courtlands," 15 Westbourne Gardens, comfortable board residence, excellent catering, near Leas and sea. Moderate terms. Mr. and Mrs. C. de B. Leach.

Healthy Herne Bay

IDEAL FOR ANNUAL HOLIDAYS
and
RESIDENCE ON RETIREMENT
FROM THE LOCAL GOVERNMENT SERVICE.

Special Features

Three miles of continuous promenade on sea front.

Wide, open, and restful downs by the sea.

Fine coastal walks over the downs to Reculver Towers.

Close proximity to the ancient city of Canterbury.

Close to London. Excellent water supply, low rates, etc.

Second longest pier in England—a sea voyage without its inconveniences.

Exquisite sunsets.

Golf, tennis, bowling, putting.

Military bands, orchestra, winter garden, Theatre, concert parties, boating, and excellent and safe bathing.

Free Guide on application to Town Clerk (L.G.S.), Herne Bay.

HERNE BAY.—Board Residence, 15 Westbourne Gardens, comfortable board residence, excellent catering, near Leas and sea. Moderate terms. Mr. and Mrs. C. de B. Leach.

HASTINGS.—N. S. Mrs. Howard, 86 Lord Street, adj. prom., 1 min. Talbot Road station. Board optional. Terms reasonable. Highly recommended.

HOREHAM ROAD, SUSSEX.—14 Eastbourne. Farmhouse. Guests receive lake-fishing, bathing, punt, Tennis, h. and c. Excellent catering. From 2 gns. inclusive. "Deanlands."

ILFRICOMBE.—Homely comfortable apartments. Sunny rooms; good cooking; attendance; moderate. Mrs. Dendle, 5 Ashley Terrace, St. Brannocks Park Road.

LEAMINGTON SPA.—Visitors to Spa, spare-land will find excellent accommodation, bed-breakfast, at 4 Campion Road. Every comfort and convenience.

LLANDUDNO.—"Llys Madoc," Charlton Street. Board-Residence or Bed-Breakfast. Highly recommended. Mrs. E. J. Leech.

LONDON.—Cumberland House, 51 and 53 Earl's Court Square, S.W.5, is the recognised rendezvous for L.G.O.'s; pleasantly situated; good locality; hot and cold running water; permanence full board 2½ gns.; bed and breakfast 6s. 6d.—Write for tariff.

MARGATE.—Homelike apartments recommended; half minute from sea. (Board and cooking, very moderate terms. February to June. Johnson, 12 Rancorn Road, Westbrook.

MARGATE, CLIFTONVILLE.—"Beechwood." Jolly good. Accommodate 100. Adjoining sea. April, May, late September and October, from 35/- Other months from 2 gns. Easter 7 6 day. Tel. 457. 'Grams, "Beechwood"

MINHEAD.—Private apartments or board residence, double fronted house, facing south, 2 minutes sea. Moderate terms. Ravenswood, Summerland Avenue, Minehead.

SILKIN.—"Hazeldell," Prospect Road-Superior Board-Residence. Few minutes sea station. Terms moderate.—Mrs. Elliott.

SILKIN.—Superior Board-Residence. Close sea and Chine. Large, well-appointed bedrooms. No sleeping out. Separate tables. Liberal catering. Highly recommended—"Woodthorpe," Grange Road.

SOUTHSEA.—Comfortable Board Residence. Bed and Breakfast, or Apartments. Highly recommended by Nalگو members. Terms moderate. Andrewes, 61, Frensham Road.

SOUTHSEA.—Spend your Easter holiday in Southsea. Apartments, board residence, bed and breakfast.—Mrs. Hatch, "St. Elmo," 6 Liss Road, Southsea.

TINTAGEL (CORNWALL).—Tintagel Farm House. Comfortable board-residence. Highly recommended by members of Nalگو. £2 2s. weekly. Mrs. Force.

TORQUAY.—Astwell Hall Hotel. Sea front facing south. Separate tables. Bedrooms with hot and cold water. Central heating. Dancing. Garages. (Special terms to Nalگوites). Resident proprietor, W. Riley, ex-Nalگوite, Sandhanger Branch.

TORQUAY.—Hotel Plaza (Private) Braddons. Phone 4400. Grounds 4 acres, facing south, overlooking Torbay. Thoroughly recommended. Excellent cuisine. Own produce. From 3 gns.—Proprietress.

WESTCLIFF.—Allerton, Britannia Road. Near station and sea. Comfortable board-residence. Week-ends, 18s. 6d.; Easter, Thursday to Tuesday, 2½ guineas.

SEED TRAYS, FRUIT AND FLOWER BOXES. Cutwood or made up. State requirements.—Farr, Smith & Co., Ltd., 1a Woolwich Ferry, S.E.18.

OLD GOLD bought at present exceptionally high prices (any condition). Call or send registered post. Winegarten's, 145 Ebury Gate, London, E.C.2.

HOME GARDENING

author of *Everyman's Encyclopaedia of Gardening, Scientific and Practical Gardening, etc.*

By WALTER P. WRIGHT

It is a pleasure to accept the Editor's invitation and resume the gardening jottings which it was my privilege to contribute through the spring and summer of last year, winding up with the September issue. Let us begin, therefore, by gathering up a few threads.

* * *

What of the young stock of biennial and perennial flowers I raised from seed sown last summer?

Wallflowers made big plants with the rains, and at present promise well, except where they have been grown for several years on the same ground without some being given. In such cases I have seen many puny and yellowish plants—result in many instances of the "club-foot" fungus which attacks all cruciferous plants, including the Cabbage tribe. Always lime for Wallflowers and remember that planting may still be done for spring bloom.

Columbines (*Aquilegias*) did badly in the whole, and some large growers whom I know boxed-up their stock and put it in a frame for the winter. Very wisely, I think. The plants are backward, but are now moving nicely and should succeed in the end. Sprinkle a little nitrate of soda round them after a spring shower and hoe it lightly in, just as with your August-sown Cabbages. And plants can still be bought. My hint for the next batch of Columbines is to sow fairly early—not later than May—to guard against another cold summer, from which, however, may be prevented.

* * *

The hybrid Lupins also felt the effects of last season's inclement weather and I begin to fear that the grand new hybrids are less robust than the old perennial species. However, we must have them, for they produce magnificent spikes, and short stocks can be filled up by early purchases and immediate planting. Deep rich soil is desirable in consideration of the very robust root masses.

* * *

Autumn-sown Sweet Peas have been favoured by the mild and sunny winter and look well. The points to remember just now are nipping off the tops at 4 inches high, watering carefully, providing twigs early, giving air, and finishing off the preparation of the ground by the deepest possible digging and liberal manuring. Order sticks and stakes, too—sticks for the ordinary, and stakes for the exhibition plants. Of course there will be more sowing of Sweet Peas during March than was done in the whole of the previous five months put together, and I favour making some of the sowings in boxes or "Raisers," whatever rows may be sown outdoors, because it ensures a reserve of strong young stuff.

There is no space for a long list of varieties, but Pinkie, rose-pink; Powerscourt, lavender; Mrs. Searles, orange-salmon; Model, white; Acture, cream-pink; Grenadier, cerise-scarlet; and Reflection, delphinium-blue, were among my best last year and will be grown again

whatever else is left out. I wish we could get the Pinkie type, with its great vigour, long stems and prolonged flowering, in every colour.

* * *

Roses were moving too fast when the severe Buchan spell of early February came along. Are some of your plants pinched? Don't worry: if they are healthy they will break again. Brown tips may be snipped off at once, but I would not prune dwarfs and standards hard until the end of March or early April. In new plantings remember for beds such varieties as Shot Silk (my very best last year), Lady Pirrie, Hugh Dickson, Betty Uprichard, Mrs. G. A. van Rossem (not the same as Miss C. E. van Rossem), Angele Pernet, Emma Wright, Madame Butterfly, Frau Karl Druschki, Mrs. A. R. Barraclough, Etoile de Hollande and Caroline Testout at least, for they are indispensable. Remember also such Dwarf Polyanthas as Ellen Poulsen, Else Poulsen, Yvonne Rabier, Mrs. W. H. Cutbush, Edith Cavell, and Orleans Rose, all vigorous, blooming for months on end, and needing very little pruning. Of the pillar Roses, Alberic Barbier, American Pillar, Emily Gray, Minnehaha, Madame Rene-Andre, Purity, Paul's Scarlet and Excelsa are all reliable amongst many. I have planted a collection of Penzance Briers, too, twelve varieties, to give bloom in summer and fruit in autumn.

Gladioli had a great season last year and I prophesy another, as corms are abundant and large. Do not overlook Venus, Niagara, America, Baron Hulot (if you like the peculiar violet hue), Halley, Vesuvius, Pink Pearl, White Bird, Yellow Perfection, Prince of Wales and Crimson Beauty; or the cream of the Primulinus set. If possible, box-up some of the corms at once and keep in a frame. Coconut fibre, or moist soil, or even old fibre from the bulb bowls, packed round them and kept moist, will give them a strong start. Antirrhinums should have been sown before, but better late than never. Boxes or pans, please, and a warm greenhouse or frame if possible, to get them along. They had a good season in 1931 and some of you have rooted cuttings, which should move ahead now, given plenty of air and water as needed.

Chrysanthemums had a good autumn and cuttings may have been struck by now; but spring and April cuttings are all right for general purposes, so more of them next month. Dahlias stored in autumn ought to be looked over at once, any decayed tubers scrapped and the sound laid in boxes of moist soil in a greenhouse or warm frame to start. Sow seeds in gentle heat. Begonias may also be sown in very fine sandy soil and given gentle heat. Tubers of Begonias may be started in the same way as Gladioli.

Rock plants, herbaceous plants, trees, shrubs, and fruit trees should be planted some time this month.

Annuals will do next month, when I hope to give some special hints.

The lawn should be rolled, the mower overhauled, the last batch of turf laid.

* * *

Is the foregoing a little scrappy? Well, much has had to be said in limited space. We are off, anyway, and shall be in full swing next month.

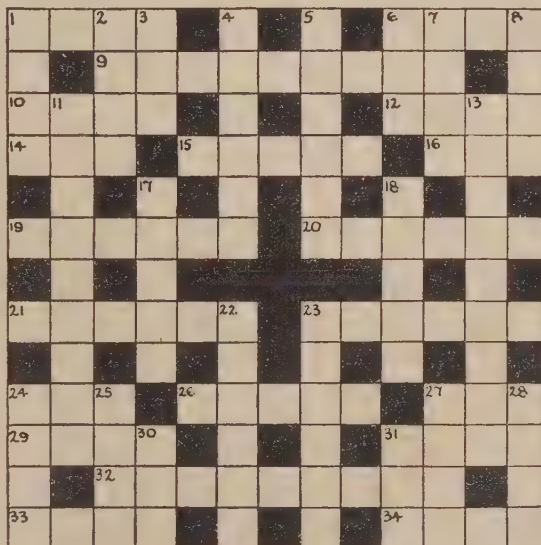
OUR CROSS-WORD PUZZLE

No. 13

CLUES
ACROSS

1. This might be described as part of the hand, yet its nut is sometimes connected with the head.
6. These places can pass for health resorts.
9. Don't get it by swallowing it.
10. Monster in blood.
12. A nautical interjection.
14. This wing is a whole bird.
15. A London Giant.
16. A deer, which can produce metal.
19. Boys are apt to get into a difficulty of this kind.
20. Here his rag is undoubtedly showy.
21. Fleece. Hind as Galf.
23. Is down (anag.).

24. I hope no water got into your house during the flood (hidden).
26. A very interesting column in the newspapers.
27. "... in the stilly night."
29. Might perhaps be described as unwritten.
32. 0 is an example of this.
33. An allowance for waste.
34. No need to this a messenger from whom nothing has been taken.



CLUES
DOWN

1. Slightly cold.
2. A fault-finding fish.
3. Rest this to cure.
4. Lead it (anag.).
5. Crowd.
6. Can be calm or threatening, blue or grey.
7. A lark brought Balaam here.
8. A fruit you might lose.
11. Used by many a 13, and the whole is used by the middle.
13. This woman can keep herself in her pocket.
17. A yellowish-red town in Beds.
18. Used for dispersing rays of light.
22. A mass of metal polish.
23. Contradiction which makes Dan lie.

24. One with a strong imagination.
25. I often aver that one should always spend one's holiday in England (hidden).
27. An essential part of it.
28. Be this and you will deceive the innocent.
30. Many folks now-a-days would not this people who wished to this their house.
31. You'll agree it goes down well, no matter how much it goes up.

GAME OF CHESS

By ANSELMO LOPEZ

PROBLEM No. 15 (by R. Collison)

Black - 7 pieces



White - 7 pieces

White to move and mate in three moves.

The International Tournament organised in London by the *Sunday Referee* proved a great success. It extended over a fortnight—a week in the Central Hall, Westminster, and a week at the Empire Social Chess Club, Whiteley's, Bayswater. Dr. Alekhine, world champion, on behalf of the players gave expression to "their high appreciation of the action of the organisers, who had undoubtedly done a great thing for British chess."

The final scores in the principal tourney were:—

Dr. Alekhine ..	9	Koltanowski ..	5
Flohr ..	8	Miss Menchik ..	4½
Kashdan ..	7½	Sir G. A. Thomas ..	3½
Mir Sultan Khan ..	7	Milner-Barry ..	3
Dr. Tartakower ..	6	Buerger ..	3
Maroczy ..	6	Winter ..	2

The prizes were: £50, £30, £20, and £10.

The point of chief interest in this tourney was the second place. Who would obtain it? Kashdan, Flohr, or Sultan Khan? There was doubt up to the very last day, when Flohr secured it by the very small margin of half a point. He and Kashdan are still in the early twenties and they are likely to seek very soon the world-championship crown. Dr. Alekhine has already pointed to Kashdan as a future holder.

Here is a fine game of the tourney, which Alekhine has put before the arbitrators as a claimant for the special "brilliance" prize:—

WHITE		BLACK	
DR. ALEKHINE		DR. TARTAKOWER	
1. P-Q4 ..	..	..	..
2. P-QB4 ..	..	..	..
3. P x P ..	..	..	..
4. Kt-Q2 ..	..	..	..
5. Kt-K3 ..	..	..	..

WHITE		BLACK	
1. P-Q4 ..	...	...	P-K5
2. P-QB4 ..	...	...	P-KB3
3. P x P ..	...	...	Kt-Q2
4. Kt-Q2 ..	...	...	Kt-K3
5. P-K3 ..	...	...	P-K3
6. P-K4 ..	...	...	P-KB4
7. P-K5 ..	...	...	P-K4
8. P-K6 ..	...	...	P-K5
9. P-K7 ..	...	...	P-K6
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11. P-K9 ..	...	...	P-K8
12. P-K10 ..	...	...	P-K9
13. P-K11 ..	...	...	P-K10
14. P-K12 ..	...	...	P-K11
15. P-K13 ..	...	...	P-K12
16. P-K14 ..	...	...	P-K13
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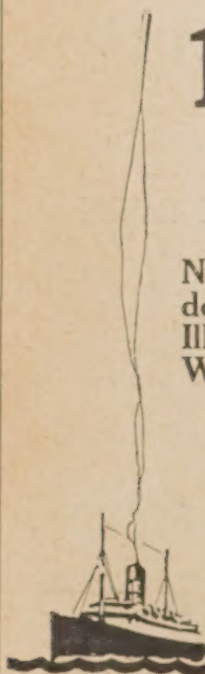
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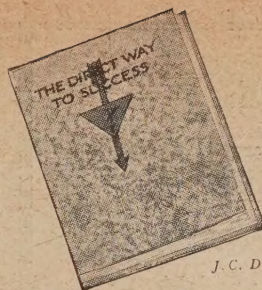
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